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CAUT ACPPU
# BULLETIN

VOL 51 | NO 7 | SEPTEMBER 2004 SEPTEMBRE | CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS | ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

## Canada's Libraries Laid Low by Years of Underfunding

RESEARCH libraries at Canada's universities are still a long way from the top, says the latest report from the Association of Research Libraries.

According to the study, Holdings of University Research Libraries in U.S. and Canada, which includes 14 Canadian institutions among the 113 university libraries measured, Toronto maintains its fourth place for a second year in a row and four other Canadian institutions – Alberta (#22), UBC (#24), Montreal (#47) and McGill (#49) – are in the top half of the list, and except for Montreal, each improving its position from the previous year.

At the other end of the scale, McMaster (#111), Waterloo (#112) and Guelph (#113) still register last in the annual rankings.

This year's analysis finds that rankings have improved at Laval (#72), Western (#80), Queen's (#104) and Saskatchewan (#108), while worsening at York (#93) and remaining constant at Manitoba (#106).

"We're encouraged by some of the results," said James Turk, CAUT's executive director. "But our universities are in turmoil after years of underfunding by the federal and provincial governments and the shortfall is being reflected in our research libraries."

To remedy the situation, Turk said, governments need to provide adequate funding for post-secondary education.

"Research libraries play a unique and important role by collecting, managing, preserving and providing access to a huge body of knowledge," he said. "They can't fulfil their mission to provide first-class resources unless governments restore appropriate funding."

The Association of Research Libraries has collected statistics on its university library members since 1961–1962 and its annual report compares numerous library holdings measurements including collections, staffing and expenditures. ■

The current ARL statistics are available at http://fisher.lib.virginia.edu/arl/index.html.

# CAUT Critical of Proposed SSHRC Transformation

CAUT has sharply criticized the Social Sciences and Humanities Research Council of Canada's consultation paper "From Granting Council to Knowledge Council."

Released at the beginning of 2004, the SSHRC document would cause a fundamental transformation of the funding agency.

In its response, CAUT expressed concern that the proposed changes fail to recognize the intrinsic value of basic research in the humanities and social sciences, threaten the integrity of such research, diminish the role of peer review, marginalise the humanities and tie funding decisions too closely to government and commercial interests.

CAUT warned that at a time when the autonomy of the university and the integrity of scholarly research are already threatened by the increasing privatization and commercialization of universities' facilities, resources and production, SSHRC has a responsibility to protect the integrity of scholarly research from political and commercial pressures.

According to CAUT's submission, the proposed transformation of SSHRC is a thinly disguised implementation of the federal government's commercialization agenda that the majority of academics firmly rejected when it was advocated several years ago by the Prime Minister's Expert Panel on the Commercialization of University Research.

"At a time when social science and humanities scholarship is being systematically devalued and correspondingly underfunded," CAUT noted, "it is understandable that SSHRC's plan for transformation is underscored by the hope that 'the Government of Canada will continue to substantially increase its support for social sciences and humanities research.'".

CAUT suggests, in its response, that the proposals go too far in trying to please political authorities.

"We are gravely concerned that the proposed 'transformation' is one more step towards diminished autonomy for academic research and uni-

See SSHRC TRANSFORMATION Page A6

# Les enseignants du monde à la défense de l'éducation

LES représentants de l'ACPPU se sont joints aux 1 500 enseignants et chercheurs de près de 160 pays qui ont participé en juillet au 4e Congrès mondial de l'Internationale de l'Éducation (IE) à Porto Alegre (Brésil).

Le congrès de cinq jours, organisé sur le thème de l'éducation pour le progrès global, s'est ouvert par un discours liminaire du président brésilien Luiz Inácio Lula da Silva qui a donné un aperçu des mesures que son gouvernement a prises en vue d'améliorer le système d'éducation du pays.

« Nous savons très bien que l'éducation joue un rôle clé dans le développement économique et la démocratisation du savoir dans le monde entier », a déclaré le président da Silva. « Au Brésil, nous accordons dès maintenant à l'éducation le degré de priorité élevé qui lui revient. Dans les 18 premiers mois de notre gouvernement, nous avons réalisé des progrès considérables même si nous ne disposions pas de toutes les ressources voulues. Nous avons réussi à réduire l'analphabétisme, à améliorer la qualité de l'éducation de base et à mener à bien une réforme ambitieuse de nos universités de sorte que notre pays puisse mieux faire face à l'avenir. »

Après le discours de M. da Silva, la présidente de l'IE, Mary Hatwood Futrell, a remarqué que le reste du monde devrait tirer les enseignements de l'engagement du Brésil à faire de l'éducation publique une priorité nationale.

Et d'ajouter Mme Futrell : « Le président da Silva comprend que l'éducation d'un peuple, c'est l'édification d'une nation. Il sait que l'éducation est une composante critique du progrès global. L'éducation publique de qualité n'est pas la solution miracle à tous les problèmes auxquels nous sommes confrontés, mais elle demeure un pas important sur la voie du développement socio-économique. »

Mme Futrell a déclaré également que, malgré les progrès en cours de certains pays, les enseignants continuent de relever des défis de taille sur le plan global – des offensives contre l'emploi et les droits professionnels jusqu'à la propagation rapide du VIH/SIDA.

« Dans toute l'Afrique, le SIDA laisse dans son sillage un cortège d'orphelins pendant qu'il dévaste les réseaux communautaires et familiaux qui naguère

Voir LES ENSEIGNANTS à la page A4

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The MORTGAGE Centre
Discount Rates Page A6

World Teachers' Day
5 October 2004

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# B.C. Accepts Private University

FORMER University of Victoria president David Strong last month received approval from the British Columbia government to call his new institution a university, the first such approval given under the province's controversial Degree Authorization Act.

University Canada West, Strong's private post-secondary institution, will be housed in an elementary school recently closed down by the Greater Victoria School District, and will initially offer two degrees – a bachelor of commerce and a master's in business administration.

The approval comes despite criticism from B.C.'s academics that UCW falls far short of the benchmark set by the province's public universities.

"A university should offer a wide range of instructional programs backed up by an extensive research mandate," said Norma Wieland, president of the Confederation of University Faculty Associations of B.C. "From the information that has been made available to date, David Strong's institution is nowhere close to meeting that goal."

The organization representing educators at the province's university-colleges, colleges and institutes considers the government resort to creating private universities as highly dubious.

"The B.C. government's emphasis on allowing the expansion of private universities is a failed vision," said Cindy Oliver, president of the Federation of Post-Secondary Educators of B.C. "What we need in B.C. is for the government to commit to high-quality, affordable post-secondary education so that average and low-income students and their families are not disadvantaged. These private universities are notoriously expensive and certainly do not address the access problems for students."

Tuition for a full undergraduate degree program at UCW is expected to amount to $40,000, more than double the cost of similar programs at public universities.

In the written submission to the province's Degree Quality Assessment Board, Learningwise Inc., the parent company of UCW, proposes to offer degree programs primarily in business administration and related fields, supplemented with programs in other fields such as geomatics, occupational health and safety, horticulture and tourism. General studies BA and BSc degrees are also slated to be offered.

Details are sketchy in the Learningwise submission on how UCW intends to fulfill the research mandate required by the assessment board. However, UCW faculty are expected to have "a solid research background" before they come to the institution, it said.

According to Wieland, Strong intends to hire retired faculty members, administrators and business people to teach at UCW. "By doing so, he can avoid the cost of setting up a research infrastructure to support new and mid-career faculty."

The UCW research plan includes setting aside a portion of net revenue for research by core faculty, but Strong refused to provide any estimates to CUFA/BC of how much this would amount to on an'annual basis.

"The fundamental problem here is that it is impossible for the general public to know what they are getting with this institution," said Robert Clift, executive director of CUFA/BC. "The public universities operate in an atmosphere of openness and accountability, but Strong has been able to conceal the details of his plans and yet still get government approval."

Earlier this year, Strong dodged requests from CUFA/BC for further details on the Learningwise applications for university status and degree programs, saying the information soon would be made available on the UCW web site. Among the questions CUFA/BC wanted answered were details about the internal quality control process for degree programs and how academic governance would be structured.

"At this point, it looks like faculty at University Canada West will have no formal authority in academic decision-making," Clift said. "There will be an advisory body, but it appears the final decisions about academic programs will be made by the corporate board of governors."

CUFA/BC believes that if UCW or other private institutions end up offering lower grade degree programs that it will reflect badly on the province's public institutions.

"Even though enrollment at these private institutions will be tiny compared to the total enrollment at public degree-granting institutions," Clift said, "they have the capacity to generate a lot of ill will for everybody if things go wrong."

There are also questions about the type of students Strong intends to recruit for UCW. He is quoted in media reports as saying he expects that those students unable to get into the province's public institutions will come to his school, but documents submitted to the assessment board suggest that the primary market is foreign students from Asia. A perception, Clift said, reinforced by the choice of the name for the institution – University Canada West.

In addition to operating UCW, Learningwise also offers English as a Second Language courses through its web site (www.learningwise.com). But by following electronic links on the site, browsers end up at the "ESL on the Internet" site operated by the South Island Distance Education School – an enterprise owned by B.C.'s Saanich school district.

So far, the province's Degree Quality Assessment Board has received nine applications from private and out-of-province institutions: one application to use the word "university," two applications for exemption from the degree review process, four applications for degree programs and two applications for associate degree programs. ■

# OECD-UNESCO Consortium to Establish Education Delivery Guidelines

THE Organisation for Economic Co-operation and Development and UNESCO have launched a major initiative to develop global guidelines on quality assurance and accreditation for transnational post-secondary education.

The initiative, begun earlier this summer, is in response to what both agencies characterize as the rapid growth of cross-border education and "non-traditional" providers such as electronic and for-profit universities and colleges.

In a discussion paper released before the first drafting meeting in April, the OECD argues that cross-border delivery of education services needs to be better regulated to protect students against the emergence of degree mills and weak accreditation systems.

"Learners need to be protected from the risks of misinformation, low-quality provision and qualifications of limited validity," the paper states.

"Strong approval, quality assurance and accreditation systems which extend their coverage to cross-border and commercial provision and non-traditional delivery modes, should guarantee that learners are safeguarded from rogue providers and are acquiring qualifications that are meaningful and valid."

More cynical observers say that the guidelines may be used as ways to further entrench the privatization and commercialization of post-secondary education.

"At the moment, the biggest obstacle to the growth of for-profit education internationally is skepticism about the quality of education being provided," said David Robinson, an associate executive director of CAUT. "My concern is that the quality assurance guidelines being proposed are simply a way to add some form of badly-needed legitimacy to for-profit education providers."

Robinson accepts that rules are needed to cover the cross-border provision of post-secondary education, but argues, however, that regulations should be based on educational, not commercial objectives.

"Quality assurance and accreditation decisions should be made by each government and regulatory body based on their educational needs and objectives," he said. "What's worrying is that the draft paper sees public regulation primarily as a constraint on the ability of commercial providers to set up shop."

The OECD report confirmed that: "In many countries the [accreditation] system is state-controlled, leading to a legally defined list of 'publicly recognised' institutions. In such systems, access by private or foreign institutions can be difficult… Providers wishing to be registered as educational entities in a country where they are active should have the opportunity to do so and should be treated in a fair manner without being subjected to unnecessary administrative or financial burdens.

"Commercial provision of educational services in itself creates new economic activity… New policy frameworks should try to create conditions under which these potential benefits can be maximised and the risks minimised."

The second drafting meeting of the guidelines will take place in October.

"We have to ensure that international quality assurance and accreditation guidelines do not dilute the standards of national systems or create further openings for commercial providers," Robinson stressed. ■

The OECD paper Enhancing Consumer Protection in Cross-Border Higher Education is available at www.oecd.org/dataoecd/11/38/20196012.pdf.

Version française à la page A7.

# COMMENTARY
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## PRESIDENT'S COLUMN

## World Congress Examines Challenges Facing Academic Communities

This year in Brazil the Educational International congress discussed a range of threats facing public education including the HIV/AIDS pandemic and international trade agreements like GATS.

By LORETTA CZERNIS

I WAS privileged to represent CAUT at an international conference held by Educational International in Porto Alegre, Brazil, in July, accompanied by CAUT executive director James Turk and associate executive director David Robinson.

EI, a global trade union organization of education personnel, has more than 29 million members representing all sectors of education from preschool to university. Founded in 1993, EI has 319 affiliated member unions and associations in 162 countries and territories.

The Fourth World Congress, by far the biggest that EI has ever had, was attended by 1,500 delegates from 159 countries.

A key theme of the congress was defending public education from a range of threats, including international trade agreements like the General Agreement on Trade in Services. At EI's last world congress in Thailand, delegates authorized the creation of a task force to examine the impact of GATS on post-secondary education and research, and to make recommendations on how EI and its affiliates should respond to the pressures of globalization.

CAUT played a central role in that task force. Its final report, presented in Porto Alegre, called on EI to develop a more proactive response to the pressures of privatization and commercialization embodied in the GATS and other trade agreements. Delegates unanimously adopted the task force's resolution urging EI to develop an alternative instrument through UNESCO that would govern transnational education and be based on educational – not commercial – values. The overriding objective of this new instrument is to ensure the future of post-secondary education and research is determined by democratically elected governments in consultation with their academic communities, and not by narrow special interests.

In several speeches at congress events, outgoing EI president Mary Hatwood Futrell addressed the HIV/AIDS crisis. In a fiery speech to the general assembly, she described the devastating impact the AIDS pandemic has had on teachers and students in many developing countries. She told her audience that the teachers' union in Namibia spends half of its income on paying survivor benefits to families of members who have died of AIDS. And in some African countries, one in seven teachers is infected with the HIV virus.

EI has responded to this crisis by establishing programs to make medication and health care more affordable and available. It has also developed curricula and teaching materials on HIV/AIDS prevention.

In the women's caucus, attended by more than 600 delegates, Futrell discussed the effects of HIV/AIDS, especially on female teachers and students in so many countries. She also stressed the importance within EI of equity in educational access and equity in the teaching profession. She noted that women bring many strengths to learning environments, not the least of which is the ability to show men the value of solidarity in contrast to a focus on competition.

**HIV/AIDS has had a devastating impact on teachers in many parts of the world.**

Her closing remarks to the caucus exemplified the spirit of co-operation and empowerment. "Never be afraid to walk through the door of success when it opens for you," Futrell said. "But turn around, grasp the hand of another woman and pull her through the door with you."

Other speakers at the forum were Manuela Tomei of the International Labour Organization who spoke about her ongoing research on the relationship between poverty and exclusion from employment opportunities.

Margaret Flomo, president of the National Teachers' Association of Liberia, talked about the struggles of her country to try to get back on its feet after 14 years of war. The education system in Liberia at all levels fell apart during the armed conflict. Flomo thanked the Canadian Teachers' Federation and the United Nations for their support, but said much more needed to be done to create a safe and viable environment in which students and teachers can thrive.

Tarcela Farolan, president of the Teachers Organization of the Philippines in the Public Sector, described the problems in her country of fragmentation caused by competing teacher unions and the challenges of winning better maternity leave provisions – an issue delegates from Belize, Cameroon, Botswana and Ghana also agreed was a priority in their countries.

Lok Yim Peng, the first female secretary general of Peninsular Malaysia's National Union of the Teaching Profession, told delegates that workload was a key issue for her members. She also reported that the government recently imposed an assessment exam on all educators and only those who passed were eligible for promotion. Less than one per cent passed the exam.

The delegate from Taiwan explained how difficult it is to persuade female educators to become more politically active as they are already made to feel guilty for leaving their homes and families during the work day.

The delegate from Nepal reported the buying and selling of women and girls are practices still alive and well in her country, and violence has increased the magnitude of trafficking in recent decades. As a result of armed conflict, thousands of women and children are homeless in Nepal.

There were many more speakers, trying to help their members overcome injustice, government repression, the ravages of poverty and centuries of discriminatory customs and folk beliefs. An overriding theme throughout the forum was the need for solidarity.

I came away from the meeting feeling CAUT has much it can share with educators in other parts of the world. Those in developing countries have not had the opportunity to participate in the global village. Those of us used to the sleepy comforts of the developed world know how small the world can be, if we are willing to reach out and help those who desperately need us. It is time for CAUT to take its place on the world stage. ■

Version française à la page A5.

## The Perils of Whistle-Blowing

By NANCY OLIVIERI & ARTHUR SCHAFER

IN July, doctors Shiv Chopra, Margaret Hayden, and Gerard Lambert were fired. All three government of Canada scientists achieved fame (or notoriety, take your pick) for questioning Health Canada's commitment to drug safety.

A leading health policy advocate has described them as "the last few scientists at Health Canada really looking out for health safety." Perhaps it's time for the rest of us to take notice of what's going on in the bowels of the agency charged with protecting our well-being.

These three scientists went public with allegations that pressure tactics had been used against them by the Bureau of Veterinary Drugs in an attempt to compel them to approve the use of certain antibiotics and hormones.

Subsequently reprimanded and suspended by Health Canada, the scientists appealed to the Federal Court and were found to have acted in the public interest by alerting the wider community (through the media) to their safety concerns. Now they have been fired.

It looks for all the world as if Chopra – he received a gold watch and a congratulatory letter from Health Canada Aug. 5 for his 35 years of "dedicated service" – Hayden and Lambert are the latest casualties in an ongoing bureaucratic war to preserve secrecy at the department, though government officials strenuously deny the firings were retribution for whistle-blowing.

Tlus much is clear: Those who fancy keeping their jobs should steer well clear of whistle-blowing since it has to rank as one of the country's most dangerous work-related activities.

Those attracted by the image of heroic David slaying wicked Goliath are in for a rude shock. For every Erin Brockovitch, rewarded with fame and fortune when Julia Roberts was cast by Hollywood to portray her brave struggle, there are a dozen other whistle-blowers consigned to professional oblivion and the slag heap of history.

Don't be nusled by the proud declaration made by many whistle-blowers that they would "do it all-again." The sad reality is that powerful institutions usually manage – using the venerable tactic of "deny, delay, divide and discredit" – to bury their internal critics.

Some Davids do ultimately triumph.

But for most, the reality is defeat followed by oblivion. Typically, after an initial burst of sympathy for the bravery of the public-spirited whistle-blower, public attention quickly strays elsewhere.

Moreover, bureaucracies, both corporate and governmental, are highly skilled at reinterpreting the whistle-blowers' issue of principle as a mere act of private disloyalty and evidence of psychological disturbance.

Like our three Health Canada scientists, most whistle-blowers are fired, suspended or demoted. They are labelled "malcontents" and "publicity seekers." Often, their professional and personal competence, lifestyles and mental stability are questioned.

Physical assault or even murder are not unknown retaliations. Think Karen Silkwood. Depression and suicide are common. Think David Kelly in Britain.

Scientific and medical whistle-blowers can often be silenced by gagging clauses or discredited by investigations involving "expert" colleagues who, for a price, are more than willing to blacken the reputation of their dissenting colleague.

Here's a telling case study. Dr. Michele Brill-Edwards, then the senior physician responsible for drug approvals at Health Canada, spoke out internally at that agency in 1991 to protect Canadians with respect to certain prescription drugs.

Although Brill-Edwards won a federal court case against Health Canada, she was first sidelined by the agency, and later driven to resign (in 1996), after which she brought forward crucial information about ties between the pharmaceutical industry and Canadian government advisers on drug safety.

Although her concerns about the drugs in question have been confirmed, Brill-Edwards' expert voice has been silenced.

Discussions of loyalty surface in any debate about whistle-blowers. Were Chopra, Hayden and Lambert "disloyal" in speaking out against what they saw as illegitimate pressures from Health Canada? The court didn't think so.

It ruled that "where a matter is of legitimate public concern requiring a public debate, the duty of loyalty cannot be absolute to the extent of preventing public disclosure by a government official."

While institutions in search of control may value loyalty above moral principle, arguably, an organization that forgets its mission has ceased to exist. The overriding mission of Health Canada – the protection of public health and safety – created a moral obligation for scientists Chopra, Hayden and Lambert to subordinate institutional loyalty to the life and health of Canadians. In the sense that truly matters, Health Canada whistle-blowers were eminently loyal: They never forgot that they were really working for us.

See WHISTLE-BLOWING Page A8 ☞

HEALTH & SAFETY NEWS

# Healthcare Professionals at Greater Risk for Glutaraldehyde Exposure

EXPOSURE to an inexpensive, but highly effective cold sterilant to disinfect and clean heat-sensitive medical equipment is causing multiple adverse reactions among healthcare professionals across Canada. Doctors, dentists, nurses and other healthcare personnel are quickly becoming sensitized to glutaraldehyde, seen as the "safer" alternative to the previous disinfectant of choice, formaldehyde. Formaldehyde is a known carcinogenic, and its use was suspended in favour of glutaraldehyde.

The U.S.-based National Institute for Occupational Health and Safety identified researchers, pharmacy personnel, and operating room, laboratory, x-ray department, dental office and autopsy workers reporting increased adverse effects from using or cleaning medical equipment exposed to glutaraldehyde.

Among other effects were throat and lung irritation; chest discomfort and tightness, asthma, asthma-like symptoms and breathing difficulties, the aggravation of pre-existing pulmonary disease; nose irritation, nosebleeds, sneezing and wheezing; burning eyes, swollen eyelids and conjunctivitis; rashes caused by allergic contact dermatitis; lip sores and mouth ulcers; brownish colouring of the skin; voice loss; fatigue; hives; headaches; nausea; and, sensitization to other chemicals.

According to a study published in Contact Dermatitis in 2000, healthcare personnel are eight times more likely to be allergic to this chemical than in other sectors. Polish research published in the International Journal of Occupational Medicine and Environment showed that contact allergies due to glutaraldehyde were diagnosed in almost two-thirds of 223 nurses who participated in a study. In the U.K., a study of nurses working in 59 endoscopy units showed 44 per cent had work-related contact dermatitis from exposure to glutaraldehyde.

Reducing and eliminating exposure is the key to safer work practices with this, or any other chemical. The Canadian Centre for Occupational Health and Safety has excellent guidelines on reducing glutaraldehyde exposure, including the use of enclosed systems, safer alternatives and wearing personal protective equipment such as chemical resistant gloves, aprons, boots, chemical splash goggles, face shields, and air-purifying respirators in the case of spill cleanups.

**Healthcare workers are 8 times more likely to be allergic to glutaraldehyde.**

Reading and adhering to the material safety data sheet which comes with the product is extremely important. Speak to your joint health and safety committee representatives about ensuring safe use and handling guidelines for this, or any other chemicals you may use or be exposed to in your workplace. ■

Sources: OHS Canada, www.ohscanada.com; CCOHS, www.ccohs.ca.

# La FCEE condamne une étude de la Fondation des bourses

UNE étude publiée le mois dernier et examinant le lien qui existe entre les droits de scolarité et l'accès à l'éducation postsecondaire est profondément erronée, selon la Fédération canadienne des étudiants et étudiantes (FCEE).

La dernière étude réalisée par la Fondation canadienne des bourses d'étude du millénaire, *Changements dans la politique relative aux droits de scolarité : expériences naturelles effectuées dans cinq pays*, examine les hausses, les baisses et les gels des droits de scolarité dans quatre provinces canadiennes, trois États américains, au Royaume-Uni, en Irlande et en Australie. L'étude constate que les hausses de droits de scolarité dans certaines administrations publiques n'ont pas eu pour effet de réduire l'effectif universitaire, tandis que les gels et les réductions n'ont pas nécessairement entraîné les résultats positifs attendus.

« Le seul fait de modifier les politiques de droit de scolarité peut avoir un impact négligeable sur l'accès à l'éducation supérieure, surtout si le nombre de places dans les établissements n'augmente pas », affirme Norman Riddell, directeur exécutif de la Fondation. « Les droits de scolarité ne sont qu'un élément d'un plus grand ensemble. »

Cependant, selon le président de la FCEE, George Soule, ce travail de recherche ne révèle rien sur l'incidence des droits de scolarité sur l'accès aux universités et aux collèges parce qu'il confond « effectif » et « accès ».

« La seule augmentation du nombre d'inscriptions dans certaines administrations publiques ne signifie pas que l'éducation postsecondaire est plus accessible aux étudiants à faible revenu », déclare M. Soule.

Et ce dernier soutient que la Fondation, un organisme privé sans but lucratif créé par le Parlement en 1998, puise de plus en plus dans son fonds de dotation public afin de minimiser l'impact des droits de scolarité et de l'endettement des étudiants sur l'accès à l'éducation publique.

« La Fondation a pour mandat d'administrer l'octroi des bourses pour le compte du gouvernement fédéral et non pas d'être un instrument de propagande de l'augmentation des droits de scolarité et de l'endettement des étudiants », souligne M. Soule. ■

English on page A6.

# Les enseignants à la défense de l'éducation

☞ Suite de la PAGE A1

aidaient les enfants pauvres à fréquenter l'école », a-t-elle constaté. « En tant qu'enseignants et enseignantes, nous devons et nous pouvons faire davantage pour combattre cette terrible maladie. La prévention contre le SIDA commence dans la salle de classe. »

Les ateliers et les débats du congrès ont porté essentiellement sur les moyens de garantir à tous une éducation de qualité. Les délégués ont convenu que, pour ce faire, les gouvernements doivent financer suffisamment l'éducation à tous les niveaux.

« Nous continuons de nous heurter à un ordre international hostile au financement public des services sociaux de base, dont l'éducation », a déclaré le secrétaire général de l'Internationale de l'Éducation, Fred van Leuven. « Bon nombre de gouvernements croient qu'ils peuvent réduire leur rôle dans l'éducation aux dépens du marché. Nous affirmons que l'éducation est un droit de la personne. Nous affirmons que l'éducation est un outil de développement socio-économique et qu'elle est de ce fait une responsabilité centrale du gouvernement. »

Dans son message au congrès, le Secrétaire général de l'Organisation des Nations Unies, Kofi Annan, a repris à son compte la déclaration selon laquelle l'éducation est un droit de la personne fondamental.

« Il y a plus d'un demi-siècle que la Déclaration universelle des droits de l'homme a établi que tout le monde a droit à l'éducation. Le fait que des millions de personnes en soient encore privées devraient nous couvrir tous de honte. »

Le congrès s'est penché principalement sur les menaces que posent la privatisation et la commercialisation de l'éducation. Plusieurs orateurs ont notamment prévenu que les négociations commerciales en cours visant à inclure les services comme l'éducation dans l'Accord général sur le commerce des services (AGCS) pourraient miner sérieusement l'éducation publique.

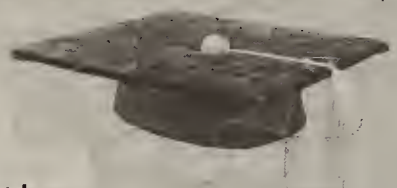
Des délégués de plusieurs pays en voie de développement ont souligné que, lorsque l'AGCS initial a été signé en 1996, bon nombre de leurs gouvernements ont ouvert leur « marché » des services d'éducation en croyant que cette démarche attirerait les universités et les collèges étrangers et contribuerait à bâtir leur secteur de l'enseignement supérieur. Il est entendu que les fournisseurs étrangers ont tout simplement cassé les prix offerts par les universités et les collèges locaux.

« C'est là précisément le problème avec l'AGCS », indique la présidente de l'ACPPU, Loretta Czernis. « Il ne tient pas compte du maintien de l'équité entre les pays riches et les pays pauvres ou bien au sein des nations. »

Un groupe de travail spécial de l'IE sur la mondialisation et l'éducation supérieure et la recherche — chargé d'examiner l'impact des accords commerciaux — a présenté son rapport à Porto Alegre dans lequel il recommande la création, par l'intermédiaire de l'UNESCO, d'un nouvel instrument international régissant l'enseignement transnational.

« Il ne suffit pas simplement de s'opposer à l'AGCS », explique Mme Czernis. « L'éducation postsecondaire est depuis toujours de portée internationale. Nous ne sommes pas opposés à l'internationalisation. Nous sommes contre la commercialisation de l'éducation que les accords comme l'AGCS enfermeraient et renforceraient. Nous avons besoin d'une structure qui favorise l'échange international de services d'éducation et qui est fondée sur des valeurs éducatives et non pas commerciales. » ■

English on page A8.

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# COMMENTARY
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## LE MOT DE LA PRÉSIDENTE

## Une multitude de défis à relever pour les éducateurs de ce monde

Par LORETTA CZERNIS

J'AI eu le privilège de représenter l'ACPPU à la conférence internationale que l'Internationale de l'Éducation (IE) a tenue en juillet dernier à Porto Alegre (Brésil), et d'y être accompagnée par le directeur général de l'ACPPU, James Turk, et son directeur général associé, David Robinson.

L'IE est une organisation syndicale mondiale des personnels de l'éducation qui représente plus de 29 millions de membres de tous les secteurs de l'éducation, du préscolaire à l'universitaire. Fondée en 1993, l'IE compte 319 syndicats et associations membres dans 162 pays et territoires.

Le quatrième Congrès mondial, de loin le plus important que l'IE ait organisé à ce jour, a réuni 1 500 délégués de 159 pays.

Le Congrès s'était donné, entre autres thèmes principaux, celui de défendre l'éducation publique contre une série de menaces, dont les accords commerciaux internationaux comme l'Accord général sur le commerce des services (AGCS). Lors du dernier congrès mondial de l'IE tenu en Thaïlande, les délégués ont donné leur aval à la création d'un groupe de travail chargé d'examiner l'impact de l'AGCS sur l'enseignement supérieur et la recherche et de formuler des recommandations sur la façon dont l'IE et ses membres devraient réagir aux pressions de la mondialisation.

L'ACPPU a joué un rôle central au sein de ce groupe de travail. Son rapport final, présenté à Porto Alegre, lance un appel à l'IE pour qu'elle réagisse d'une façon plus proactive aux pressions de la privatisation et de la commercialisation inhérentes à l'AGCS et aux autres accords commerciaux. Les délégués ont adopté à l'unanimité la résolution du groupe de travail demandant à l'IE de mettre au point, par l'intermédiaire de l'UNESCO, un nouvel instrument qui régirait l'enseignement transnational et qui s'inspirerait de valeurs éducatives et non pas commerciales. L'objectif primordial de cet instrument est d'assurer que l'avenir de l'enseignement supérieur et de la recherche sera défini par des gouvernements élus démocratiquement en consultation avec leurs communautés universitaires, et ne sera pas dicté par des intérêts spéciaux particuliers.

Tout au long des discours qu'elle a prononcés durant le Congrès, la présidente sortante de l'IE, Mary Hatwood Futrell, a parlé de la crise du VIH/SIDA. Dans un discours fougueux devant l'assemblée générale, elle a décrit les conséquences dévastatrices que la pandémie du SIDA avait sur les enseignants et les étudiants de nombreux pays en voie de développement. Elle a touché son auditoire en soulignant qu'en Namibie le syndicat des enseignants utilise la moitié de ses revenus pour payer les prestations de survivant aux familles des membres qui sont morts du SIDA. Et dans certains pays de l'Afrique, un enseignant sur sept est infecté par le virus du VIH.

L'IE a réagi à cette crise en établissant des programmes destinés à rendre les médicaments et les soins de santé plus abordables et disponibles et en élaborant des programmes d'études et du matériel pédagogique sur la prévention du VIH/SIDA.

Dans le cadre du caucus des femmes, auquel ont participé plus de 600 délégués et déléguées, Mme Futrell a passé en revue les effets du VIH/SIDA, principalement sur les enseignantes et les étudiantes de nombreux pays. Elle a aussi souligné l'importance qui était accordée au sein de l'IE à l'équité en matière d'accès à l'enseignement et à l'équité au sein de la profession enseignante. Elle a fait observer que les femmes constituaient des atouts indéniables dans les milieux d'apprentissage et qu'elles avaient notamment la faculté de démontrer aux hommes la pleine valeur de la solidarité au lieu de mettre l'accent sur la concurrence.

Elle a conclu son allocution en illustrant ce que sont réellement l'esprit de coopération et le renforcement de l'autonomie. « Ne craignez jamais de saisir le succès lorsqu'il s'offre à vous », affirme Mme Futrell. « Au contraire, lorsque cela se produit, retournez-vous, prenez la main d'une autre femme et conduisez-la avec vous au succès. »

D'autres orateurs se sont distingués durant le Congrès, notamment Manuela Tomei de l'Organisation internationale du travail, qui a parlé de la recherche qu'elle a entreprise sur les rapports entre la pauvreté et l'exclusion du marché de l'emploi.

Margaret Flomo, présidente de l'Association nationale des enseignants et enseignantes du Libéria, a décrit la lutte que poursuit son pays pour tenter de se remettre sur pied après 14 années de guerre. Le système d'éducation libérien à tous les niveaux s'est effondré durant le conflit armé. Mme Flomo a remercié la Fédération canadienne des enseignantes et des enseignants et les Nations Unies pour leur appui, mais a précisé qu'il y avait encore beaucoup à faire pour créer un environnement sécuritaire et viable où les étudiants et les enseignants peuvent prospérer.

Tarcela Farolan, présidente de l'Organisation des enseignants et enseignantes des Philippines dans le secteur public, a évoqué les problèmes de fragmentation causés dans son pays par les syndicats d'enseignants rivaux et les défis associés à la lutte pour obtenir un meilleur congé de maternité — question que les délégués du Belize, du Cameroun, du Botswana et du Ghana ont reconnu aussi comme une priorité dans leurs pays.

Lok Yim Peng, la première femme nommée secrétaire générale de l'Union nationale de la profession enseignante de la Malaisie, a mentionné aux délégués que la charge de travail était une question de première importance pour ses membres. Elle a également indiqué que le gouvernement avait récemment imposé à tous les enseignants de subir un examen d'évaluation et que seuls ceux qui le réussissaient étaient admissibles aux promotions. Moins de un pour cent ont réussi l'examen.

La déléguée de Taïwan a expliqué à quel point il est difficile de persuader les enseignantes de devenir plus actives sur le plan politique parce qu'on les fait déjà sentir coupables de quitter leur foyer et leur famille les jours de travail. La déléguée du Népal a signalé que le « commerce » des femmes et des filles était encore très répandu dans son pays et que la violence avait accentué l'ampleur du commerce illicite ces dernières décennies. En conséquence du conflit armé, des milliers de femmes et d'enfants népalais sont sans foyer.

Nombreuses sont les personnes qui ont pris la parole devant cette tribune pour essayer d'aider leurs membres à surmonter l'injustice, la répression de l'État, les ravages de la pauvreté et les siècles chargés de coutumes discriminatoires et de croyances populaires. Le besoin de solidarité est resté une préoccupation dominante tout au long du forum.

Je suis sortie de cette rencontre en pensant à tout ce que l'ACPPU peut partager avec les enseignants et enseignantes des autres parties du monde. Ceux et celles d'entre nous habitués au bien-être des pays développés savent à quel point le monde peut être petit si nous sommes disposés à faire un geste en direction de ceux et celles qui ont désespérément besoin de nous. Il est temps pour l'ACPPU de prendre sa place sur la scène internationale. ■

English on page A3.

## Forced Retirement Unfair to Many

By LLOYO SPURRELL & AHMED HUSSEIN

MANDATORY retirement based on age appears to be equitable and non-discriminatory. It requires all to take leave at age 65; the rule — Rule 65 — applies without variation, and therein lies the rub. The attempt to be equitable and non-discriminatory by enforcing Rule 65 opens the gate for inequitable and discriminatory practices against one or more of our human rights.

The Supreme Court of Canada has dealt with age discrimination, including mandatory retirement, on various occasions. Notwithstanding their learned judgments, the issue of how age can be used to discriminate indirectly along other variables, such as gender or race, is very much an open question. Rule 65 acts as a 'surrogate' variable to discriminate along gender lines, and most likely along racial, national or ethnic origin, color, religious, mental or physical disability lines as well.

To see how Rule 65 acts as a surrogate to discriminate along other human characteristics, it is only necessary to examine one variable. Gender has been selected because it is generally conceded that, on average, women and men have unequal life spans. For the purpose of presenting the argument, it is assumed that, on average, women live to be 85 and men live to be 80 years of age.

Because of their longer life expectancy, women must contribute significandy more to their pension plan by the time they are 65, if they are to be as financially secure as a man in the same situation. Women have to contribute enough for 20 years while men have to contribute enough for only 15 years. Why should women be discriminated against in this manner?

Conversely, why should women be entitled to 20 years of retirement, while men only get 15? But the 15 to 20 years of retirement is not a choice — it is mandated by Rule 65. Some women may prefer to work to age 70 with a more financially comfortable retirement of only 15 years; some may prefer to retire at 65 with the full 20 years of retirement.

Similarly, some men may prefer to work to age 65 with only 15 years of retirement while others may prefer to retire at 60 and have 20 years of retirement. But for men, retiring at 60 may not give them a very financially comfortable retirement.

Rule 65 does not cut cleanly. And from each individual's perspective, it probably appears to cut each of us the most deeply. The grass always appears to be greener on the other side. So, how is this very complex issue to be resolved without some portion of the population being discriminated against?

The discriminatory effect of Rule 65 can also be seen in the Canadian aboriginal community. A recent information release by the Yukon Executive Council Office, Bureau of Statistics, states that the life expectancy of a newborn aboriginal female is 69.2 years and for a non-aboriginal female it is 76.3 years. The difference is 7.1 years or 10.3 per cent.

It also states that the life expectancy of a newborn aboriginal male is 61.7 years and for a non-aboriginal male it is 70.3 years. The difference is 8.6 years or 13.9 per cent. Extrapolating to the rest of Canada's population is risky, but the point can be made that there is empirical evidence to show the expected period of retirement varies greatly across race with any arbitrarily set age for mandatory retirement.

These data might be perceived by some as an argument for retaining mandatory retirement but at an arbitrarily defined earlier age. Such a suggestion would miss the point. Retirement should be *voluntary. It should not be based on* any arbitrarily defined age.

Retiring at 65 may have been the norm years ago when life expectancy was somewhere between 60 and 70 years, when men were the primary source of family income, when divorces were rare, and when children were expected to provide for their parents in their later years. But not only does life expectancy far exceed 60 or 70 years (depending on which group or groups you were born into), but we are probably healthier than we were years ago and are capable of leading productive lives well beyond 65.

If Rule 65 is removed voluntarily or by legislation, there may be some who suggest those older than 65 should have to undergo a post-65 review if they are to be entitled to the rights and privileges afforded those under 65. But performance and competence is not an age issue. One must be competent to perform one's duties regardless of one's age. If one is incompetent, he or she cannot expect to have that incompetence remain unchallenged merely because he or she is under 65.

Conversely, one should not expect to have his or her competence challenged merely because he or she is more than 65. This point is made because there is a perception by some that age is inversely correlated with competence. The youth-age perception difference was succinctly put by Victor Hugo when he said, "Forty is the old age of youth; fifty is the youth of old age." In any case, to suggest a review or an examination because of one's age is just another case of age discrimination.

See FORCED RETIREMENT Page A8

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# NEWS ACTUALITÉS

## Foundation Faulted for Tuition Study

A REPORT released last month looking at the link between tuition fees and access to post-secondary education is deeply flawed, says the Canadian Federation of Students.

The latest Canada Millennium Scholarship Foundation research study, Changes in Tuition Policy: Natural Policy Experiments in Five Countries, examines tuition increases, reductions and freezes in four Canadian provinces, three American states, the United Kingdom, Ireland and Australia. The report found that tuition increases in some jurisdictions did not have a negative impact on total university enrolment, while tuition freezes or reductions did not always have a positive impact on enrolment as expected.

"A tuition policy change, on its own, will not necessarily have a meaningful impact on access to higher education, especially if no provision is made to increase the availability of university spaces," said Norman Riddell, the foundation's executive director. "Tuition policy needs to be addressed as part of a greater whole."

But CFS national chairperson George Soule said the report reveals nothing about how tuition fees affect access to university and college because it confuses "enrolment" with "access."

"Just because enrolment has increased in some jurisdictions doesn't mean that post-secondary education is more accessible to low-income students," Soule said.

Soule contends the foundation, a private not-for-profit organization created by Parliament in 1998, has increasingly used funds from its public endowment to downplay the impact of tuition fees and student debt on access to public education.

"The foundation's mandate is to administer scholarships for the federal government, not to be a mouthpiece for higher tuition fees and higher student debt," Soule said. ■

To view the report visit the foundation's web site www.millenniumscholarships.ca.

Version française à la page A4.

## CAUT Critical of Proposed SSHRC Transformation

☞ From PAGE A1

versity-based researchers," said CAUT executive director James Turk.

Already, according to Turk, a major SSHRC program — Initiatives in the New Economy — has begun undermining peer review by requiring all applications to pass a "relevancy" test, administered by a panel, including government officials and industry representatives, that decides if the application can go to peer review.

He also noted that, previously, senior officials at SSHRC had pressed for a reassessment of the peer review process claiming the agency had to engage in more joint initiatives with government departments and private foundations in order to be relevant.

"It is inherently dangerous to evaluate research on the basis of utility or 'relevance,'" Turk said. "Forecasting what basic research will be relevant has had a dismal history. The only foreseeable practical implication is the inequitable channelling of funding into particular politically or commercially desired forms of applied research.

"Certainly there is an important role for applied research, but such projects should be assessed for their merits alongside basic or theoretical previous research through the established processes of peer review."

The CAUT brief raised a number of related concerns:

• "Suggestions ... that [SSHRC] must 'renovate' its structure to 'accommodate new family members' amount to a form of double speak that cloaks a move towards the diminished importance of peer review in the evaluation of research for SSHRC funding.

• "The ... proposal does not adequately take into account the importance of basic research ... The document unfairly represents scholars as isolated and elitist, separated from real-world concerns and the significant issues of their communities behind the thick walls of the ivory tower.

• "The role and importance of research in the humanities is conspicuously absent from this document.

• "[The Council's proposed] 'Interactive Engagement' would see increased support for partnerships that extend beyond disciplinary and institutional boundaries ... While large, collaborative, and/or interdisciplinary projects should not be discouraged, they should not come at the expense of individual intellectual inquiry.

• "While projects which involve and/or represent community interests should be encouraged, demanding that scholarly research be available for direct translation into action or immediately 'useful' information is tantamount to a lack of appreciation for the critical thinking, textual analysis, artistic ventures and archival research in which scholars routinely engage and which provide the foundation for most advances in knowledge, which regularly underline major chances in society ... stipulating conditions whereby social science and humanities research are required to have a visible and direct application amounts to an insidious form of anti-intellectualism.

**The paper does not adequately address the importance of basic research.**

• "As part of the initiative to encourage 'elected officials to embrace human sciences as central to the innovation strategy of the country,' these proposed transformations and the language in which they are articulated betray an ideological shift from the pursuit of adequate funding for the standard research grants to a funding paradigm which conforms to a political agenda for the continued commercialization of universities and scholarly research." ■

The SSHRC paper — From Granting Council to Knowledge Council — is available at www.sshrc.ca/web/whatsnew/initiatives/transformation/consultation_framework_e.pdf.

CAUT's response is available at www.caut.ca.

**fair employment week**

The overuse and exploitation of contract academic staff is one of the biggest challenges facing the academic profession. Fair Employment Week aims to address this issue. It is a week of coordinated actions in both Canada and the U.S. Its goals are: 1) to raise contingent academic labour issues nationally and locally in media and policy circles, and 2) to stimulate organizing of unorganized contract academic staff.

FEW is a highly decentralized and flexible campaign. The uniting theme of equity for contract faculty is sufficiently general to allow faculty associations to focus on the issue or issues most relevant to them, and to hold events appropriate for their situation. To find out how you can get involved contact Vicky Smallman (smallman@caut.ca).

**25–29 october 2004**
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# NEWS ACTUALITÉS

## Une étude fait ressortir des iniquités

SELON un rapport publié par l'ACPPU en juillet dernier, le corps professoral canadien vieillit rapidement et, même si certains progrès ont été réalisés ces dernières années vers une plus grande diversité, il demeure en grande partie composé d'hommes de race blanche.

Le rapport *Faire place à l'équité : Un portrait du corps professoral des universités canadiennes* analyse des données démographiques détaillées tirées du recensement de 2001. Il constate entre autres que près de 30 % des professeurs étaient âgés de plus de 55 ans en 2001, comparativement à 26 % en 1996. Entre-temps, le nombre de professeurs d'université âgés de moins de 40 ans a baissé de 25 % en conséquence des gels du recrutement et des réductions de dépenses.

Le rapport révèle d'autre part que les femmes, les Autochtones et les membres des minorités visibles continuent d'être sous-représentés au sein du corps professoral canadien et gagnent beaucoup moins d'argent que leurs collègues.

De tous les professeurs titulaires, seulement 15 % étaient des femmes en 2001. Dans l'ensemble, les femmes occupaient 29 % de tous les postes de professeurs d'université en 2001, comparativement à 25 % en 1996.

Le rapport fait ressortir également un écart salarial réduit mais constant entre les professeurs et les professeures d'université. Les professeures à temps plein ont déclaré des revenus annuels moyens qui correspondaient à 80,2 % de ce que leurs homologues masculins avaient gagné en 2001, soit une amélioration comparativement à 77 % en 1996. L'écart salarial chez les professeures à temps partiel est cependant plus marqué. Les femmes employées à temps partiel ont gagné moins de 70 % du salaire de leurs collègues masculins à temps partiel.

L'étude expose plusieurs raisons pour lesquelles les salaires des femmes restent en deçà de ceux des hommes.

« Les femmes sont sous-représentées dans les rangs les mieux rémunérés des professeurs titulaires et sont nettement sous-représentées en génie, en sciences appliquées, en informatique, en administration, en droit et en médecine clinique. Ce sont là toutes des disciplines où les salaires sont habituellement plus élevés », indique le rapport.

« Ce problème est exacerbé par le fait que, ces dernières années, les universités ont complété les salaires accordés dans ces disciplines par dès "suppléments de marché" et d'autres incitatifs financiers qui ont contribué à élargir les écarts de salaire entre les professeurs. »

De même, l'étude constate un important écart de salaire chez les professeurs membres de minorités visibles. En 1996, le revenu d'emploi moyen de tous les professeurs était de 53 576 $, alors que celui des professeurs membres de minorités visibles était de 46 440 $ seulement, soit un manque à gagner de 13,2 %. En 2001, l'écart de salaire a commencé à se resserrer. Le revenu d'emploi moyen de tous les professeurs a augmenté à 60 250 $, tandis que les professeurs membres de minorités visibles gagnaient en moyenne 53 039 $, soit un manque à gagner de 12 %.

La présidente de l'ACPPU, Loretta Czernis, reconnaît qu'il reste encore beaucoup de travail à accomplir même si des progrès sont faits pour redresser les iniquités au sein des établissements.

« Les femmes et les membres de minorités visibles demeurent sérieusement sous-représentés dans les rangs supérieurs des professeurs d'université et au sein de certaines disciplines et ils accusent un important manque à gagner », affirme Mme Czernis. « Les universités et les associations de professeurs doivent porter un regard plus critique sur les échelles salariales et les autres facteurs qui perpétuent les iniquités. » ■

On peut se procurer une copie du rapport *Faire place à l'équité* à l'adresse suivante : http://www.caut.ca/francais/publications/dossiers/200407.asp.

## L'OCDE chargé d'établir des règles sur l'assurance qualité

L'ORGANISATION de Coopération et de Développement Économiques (OCDE) et l'UNESCO ont lancé une vaste initiative conjointe visant à élaborer des lignes directrices internationales sur l'assurance qualité et l'homologation dans l'enseignement supérieur transnational.

Cette initiative, amorcée au début de cet été, vise à répondre à ce que les deux organismes décrivent comme la croissance rapide des prestataires « non traditionnels » de l'enseignement transnational tels que les universités et les collèges électroniques et à but lucratif.

Dans un document de travail publié avant la première réunion d'élaboration tenue en avril, l'OCDE soutient que la prestation de l'enseignement transnational doit être mieux règlementée pour protéger les étudiants contre l'apparition d'usines à diplômes et les systèmes d'homologation fragiles.

« Les apprenants doivent être protégés contre les risques d'être mal informés, de recevoir des services de qualité médiocre et de se voir décerner des titres qui n'auraient qu'une validité limitée », précise le document. Des systèmes de validation, d'assurance qualité et d'homologation forts qui couvrent les services transnationaux et commerciaux et s'étendent aux modes de prestation non traditionnels devraient permettre de protéger les apprenants contre des prestataires sans scrupules et les assurer de l'utilité, de la validité et de la délivrance équitable des titres qui leur seront décernés. »

Des observateurs plus cyniques avancent que les lignes directrices pourraient servir à implanter davantage la privatisation et la commercialisation de l'enseignement postsecondaire.

« Pour l'instant, le plus grand obstacle à la croissance de l'enseignement à but lucratif au niveau international est le scepticisme sur la qualité de l'enseignement dispensé », a dit David Robinson, directeur général associé de l'ACPPU. « Je crains que les lignes directrices proposées ne soient simplement un moyen de conférer une légitimité tant nécessaire aux prestataires à but lucratif de l'enseignement. »

### Les règles devraient être fondées sur des objectifs éducatifs, non commmerciaux.

M. Robinson admet certes la nécessité d'établir des règles destinées à protéger l'enseignement postsecondaire transnational, mais il soutient que ces règles devraient être fondées sur des objectifs éducatifs et non pas commerciaux.

« Chaque gouvernement et chaque organisme de règlementation devrait prendre les décisions concernant l'assurance qualité et l'homologation en fonction de ses besoins et de ses objectifs en matière d'éducation », soutient-il. « Ce qui est inquiétant c'est que le projet de document perçoive la règlementation publique essentiellement comme un obstacle à la capacité des prestataires commerciaux à s'établir. »

Le rapport de l'OCDE confirme que dans bon nombre de pays le système d'homologation contrôlé par l'État donne lieu à une liste légalement définie des institutions « reconnues publiquement ». Dans de tels systèmes, l'accès par les institutions privées ou étrangères peut être difficile … Les prestataires souhaitant être accrédités à titre d'entités pédagogiques dans un pays où ils sont présents devraient avoir la possibilité de le faire et devraient être traités de manière équitable sans être assujettis à des fardeaux administratifs ou financiers inutiles.

« La prestation commerciale de services éducatifs crée en elle-même une nouvelle activité économique … Il faudrait que de nouveaux cadres d'orientation puissent réunir les conditions nécessaires pour que ces avantages potentiels soient optimisés et les risques minimisés. »

La deuxième réunion d'élaboration des lignes directrices aura lieu en octobre.

« Nous devons veiller à ce que les lignes directrices internationales sur l'assurance qualité et l'homologation n'affaiblissent pas les normes des systèmes nationaux et ne créent pas d'autres débouchés pour les prestataires commerciaux », souligne M. Robinson. ■

Le document de l'OCDE *Enhancing Consumer Protection in Cross-Border Higher Education* se trouve à l'adresse www.oecd.org/dataoecd/11/38/20196012.pdf.

English on page A2.

## York Backtracks on Student Suspension

YORK University president Lorna Marsden responded to pressure in July by ending her suspension against a 22-year-old student, just one day after a Superior Court judge ordered a judicial review of the case.

Daniel Freeman-Maloy, an undergraduate student and political activist, was originally handed a three-year suspension in April and banned from campus by the York president for making excessive noise during two protest rallies in Vari Hall.

The university's about-face followed a decision July 20 by Superior Court Justice Gloria Epstein that cleared the way for a judicial review of the case. The university had tried to quash those proceedings.

Epstein also issued an injunction to block the university from holding a disciplinary tribunal for Freeman-Maloy, stating the process was not adequate.

"In this case the harm relates to Mr. Freeman-Maloy's being caught in a procedural nightmare while the time is fast approaching when his next school year will begin," Epstein stated in her ruling.

Epstein concluded that Freeman-Maloy's academic career may be "irreparably harmed" if he is forced to participate in the hearing before the discipline tribunal.

Freeman-Maloy expressed delight at the outcome, saying his suspension had been "an attempt at political repression." But he says that although the specific expulsion has been rescinded, Marsden has given no indication that "she plans on stopping her attempts to repeal student rights to vigorously press for social change on campus." Freeman-Maloy says he's contemplating a civil action.

Marsden's action had been criticized by the university's senate, which called on her to rescind her decision and to ensure "that all disciplinary action against students is taken within the context of established regulations, due process and with regard to the values of the university." York University Faculty Association similarly expressed concern about the suspension and the procedures used in the case.

CAUT wrote Marsden about the severity of the sanction and the apparent denial of any process involving natural justice and procedural fairness in this case and indicated it would be brought before CAUT's Academic Freedom and Tenure Committee. ■

## Study Offers Insight on *Academic Inequities*

CANADA'S professoriate is rapidly getting older and, despite some progress made in recent years towards greater diversity, remains largely white and male, CAUT reported in July.

The report, Closing the Equity Gap: A portrait of Canada's university teachers, analyzes detailed demographic data from the 2001 Census. The report found that nearly 30 per cent of professors were over the age of 55 in 2001, up from 26 per cent in 1996. Meanwhile, the number of university teachers under 40 fell by 25 per cent in the wake of hiring freezes and reductions.

The report also reveals that women, Aboriginal peoples, and visible minorities continue to be underrepresented within the ranks of Canada's professors and earn significantly less than their colleagues.

Only 15 per cent of full professors were women in 2001. Overall, women made up 29 per cent of all university teachers in 2001, up from 25 per cent in 1996.

The report also acknowledges a narrowing but continuing pay gap between male and female academics. Full-time female academics reported annual average incomes that were 80.2 per cent of what their male colleagues earned in 2001, an improvement from 77 per cent in 1996. For those women working part-time, however, the pay gap is more pronounced. Women employed part-time earned less than 70 per cent of what their part-time male colleagues did.

The study cites a number of reasons why women's salaries continue to lag behind men's.

"Women are under-represented in the highest-paying rank of full professor and are noticeably under-represented in engineering, applied sciences, computing sciences, business, law and clinical medicine. These are all disciplines in which salaries are generally higher," the report states.

"Compounding this problem has been the practice of universities in recent years to top up salaries in these disciplines with 'market supplements' and other financial incentives that have widened pay differences between faculties."

Similarly, the study finds a significant pay gap for visible minority professors. *In* 1996, the average employment income of all professors was $53,576, but for visible minority faculty it was just $46,440 or 13.2 per cent lower. By 2001, the pay gap showed some signs of narrowing. The average employment income for all professors rose to $60,250 while visible minority faculty earned $53,039, or 12 per cent less than the average.

CAUT president Loretta Czernis said that while some progress is being made to undo the inequities within institutions, much work still needs to be done.

"Women and visible minorities remain seriously under-represented in the senior professorial ranks and within certain disciplines and also experience a significant pay gap," Czernis said. "Universities and faculty associations need to look more critically at how some pay scales and other factors are perpetuating inequities." ■

A copy of Closing the Equity Gap is available at www.caut.ca/english/publications/review/200407_closingequitygap.asp.

## Bankruptcy Case Update

THE charter challenge to the federal Bankruptcy and Insolvency Act brought by the Canadian Federation of Students was heard in Ontario Superior Court June 16. The federation argued the 10-year prohibition on student loan bankruptcy violates Section 15 of the Charter of Rights and Freedoms. The judge has reserved his decision until the fall. ■

## Le juge diffère sa décision

LA Cour supérieure de l'Ontario a entendu l'affaire parrainée par la Fédération canadienne des étudiants et étudiantes contestant l'interdiction de dix ans pour les faillites liées aux prêts étudiants. La Fédération soutient que la Loi fédérale sur la faillite et l'insolvabilité contrevient à l'article 15 de la Charte canadienne des droits et libertés. Le juge a remis le prononcé de sa décision à l'automne. ■

## Forced Retirement

☞ From PAGE A5

How is the discriminatory effect of Rule 65 to be removed? One could suggest the mandatory retirement age be set so each person receives the same proportion of retirement time, based on her or his expected life span. This is really not very practical and does not necessarily remove the discrimination. Implementation of a voluntary retirement policy must be done with care and follow a protocol that is beneficial for both employers and employees. The outdated approach to retirement of "one size fits all" is certainly inappropriate in a culture where longevity varies substantially between groups.

What must be avoided in implementing a voluntary retirement policy is any protocol which continues to result in circuitous discrimination. For example, having to receive the approval of a committee if a person is to be entitled to work past 65 is age discrimination directly, and gender and racial discrimination indirectly.

If the argument against Rule 65 is sound, there is no reason to conclude those opposed to discrimination along gender or racial lines (or any of the other variables listed in The Canadian Bill of Rights) would support Rule 65. For one to support Rule 65 and at the same time to support non-discrimination in general certainly seems to leave one in the uncomfortable position of advocating contradictory positions.

Until someone comes forth with a more equitable and non-discriminatory solution, voluntary retirement is the best solution to a most difficult problem. ■

Lloyd Spurrell and Ahmed Hussein are professors at the University of Northern British Columbia.

The views expressed are those of the authors and not necessarily those of CAUT. Readers are invited to submit articles for publication in Commentary. Contact Liza Duhaime for details (duhaime@caut.ca).

# World Educators Meet in Brazil

REPRESENTATIVES of CAUT joined 1,500 educators and researchers from nearly 160 countries around the world in Porto Alegre, Brazil in July for the 4th World Congress of Education International.

The five-day congress, under the theme of education for global progress, began with a keynote address by Brazilian President Luiz Inácio Lula da Silva who outlined steps his government has taken in a bid to improve the country's education system.

"We know very well that education plays a key role in economic development and in the democratization of knowledge around the world," da Silva said.

"In Brazil, we are now giving education the priority it deserves. In the first 18 months of our government, although not having all the resources that we would like, we have made significant advances. We are reducing illiteracy, improving the quality of basic education, and conducting an ambitious reform of our universities so that our country can better face the future."

Following da Silva's speech, the president of EI, Mary Hatwood Futrell, commented that the rest of the world should learn from Brazil's commitment to making public education a national priority.

"President da Silva understands that when a country educates its people, it is building a nation," Futrell said. "He knows education is a critical component of global progress. Quality public education is not a miracle solution for all the problems we face, but it remains an important step toward social and economic development."

Futrell also said that despite the progress being made in some countries, educators continue to face significant challenges globally, from attacks on employment and professional rights to the rapid spread of HIV/AIDS.

"Across Africa, AIDS is leaving a wake of orphans while devastating community and family networks that used to help poor kids go to school," she said. "As teachers, we must and can do more to fight this terrible disease. AIDS prevention begins in the classroom."

A central focus of workshops and debates was on how to ensure quality education for all. Delegates agreed this requires governments to adequately fund education at all levels.

"We continue to face an international order that is hostile to governments spending money on basic social services, including education," said Fred van Leuven, who is general secretary of Educational International. "Many governments feel they can reduce their role in education and make room for the market. We say that education is a human right. We say that education is an instrument for both social and economic development and that it is therefore a core responsibility of government."

In a message to the congress, United Nations general secretary Kofi Annan echoed the view that education is a fundamental human right.

"More than half a century ago, the Universal Declaration of Human Rights established that everyone has the right to education," the text emphasized. "The fact that millions are still deprived of it should fill us all with shame."

*Hideki Shibaike, general secretary of the Japanese staff unions' association stands with CAUT president Loretta Czernis & executive director James Turk (right) at the EI Congress July 22 in Porto Alegre.*

CAUT's associate executive director (research & advocacy) David Robinson (left), Paul Bennett, a national official of the UK-based lecturers' union NATFHE & Grahame McCulloch, the general secretary of Australia's National Tertiary Education Union, join 1,500 delegates at EI Congress.

Much of the focus of the congress was on the threats posed by the privatization and commercialization of education. In particular, several speakers warned that current trade negotiations aimed at including services like education in the General Agreement on Trade in Services could seriously weaken public education.

Delegates from several developing countries stressed that when GATS was first signed in 1996, many of their governments opened up their education services "market" believing this would attract foreign universities and colleges and assist in building their higher education sector. It is understood that foreign providers have simply undercut local universities and colleges.

"This is precisely the problem with the GATS approach," said CAUT president Loretta Czernis. "It takes no account of equity concerns either between rich and poor countries or within nations."

A special EI task force on globalization and higher education and research – created to examine the impact of trade agreements – reported its findings in Porto Alegre, recommending the creation of a new international instrument through UNESCO to govern the cross-border provision of education.

"It's not just enough to say no to GATS," Czernis said. "Post-secondary education has from the beginning been international in scope. We are not opposed to internationalization. We are against the commercialization of education that agreements like GATS would lock-in and intensify. We need a framework that promotes the international exchange of education based on educational, not commercial values."

Held every three years, the world congress is the supreme governing authority of Education International, the largest international federation of educators representing more than 29 million worldwide. ■

Version française à la page A1.

## Buying In or Selling Out?

☞ From PAGE A10

(p. 40) For Bok the university's reputation could well be the cost of commercialization. (p. 43)

The university's reputation is one thing, but what about the social costs of commercialization? Ironically, even productivity and growth are likely to suffer with this research and development strategy. The private sector with its preoccupation with shareholders' rates of return and competition has a short-run time frame and therefore tends not to invest in advancing basic knowledge. Tying the universities to the short-term, profit-oriented preoccupations of business will eventually be counterproductive even for the corporate sector. Instead, basic research supported by public funds and operating in a context of academic freedom and independence holds the most promise for scientific advance and hence for applied breakthroughs in the long run.

More important, what about the more general progress of society? What happens to the university's capacity to provide independent knowledge in the public interest? Where the government and university administrators are increasingly concerned with commercialization and attracting funds from the private sector, what happens to the commitment to knowledge for its own sake, to generating critical perspectives on the current social order, to understanding the environmental, health and the social impact of this corporate-led growth?

There is a long history of corporations hiding and defending the effects of their products, production processes and political actions. Professors have a long history of being on both sides of this divide. The consequences of buying in or selling out go well beyond the concerns of the reputation of universities. ■

Robert Chernomas is a professor of economics at the University of Manitoba.

## The Perils of Whistle-Blowing

☞ From PAGE A3

Why does Canada not provide protection for professionals who perform their moral duty?

If Canadians value the professional idealism of whistle-blowers who expose concerns about safety, is it fair to expect that such scientists should become martyrs to virtue? Socrates may have been willing to drink the hemlock, but the lineup of those willing to emulate his moral heroism is likely to be short.

If Parliament were to establish adequate protections for those who disclose safety concerns then scientists would no longer face the ugly alternatives of keeping their mouths shut, or losing their reputations and jobs. ■

Dr. Nancy Olivieri is a researcher who has had personal experience of what happens to doctors who blow the whistle on drug companies. Professor Arthur Schafer is director of the Centre for Professional and Applied Ethics at the University of Manitoba.

The views expressed are those of the authors and not necessarily those of CAUT.

# NEWS

## CAUT APPOINTMENTS NOMINATIONS À L'ACPPU

### Marie-Josée Bourget

Marie-Josée Bourget joined CAUT in July as Collective Bargaining Officer, replacing long-serving staff member Christiane Tardif. With a 20-year career as a contract academic staff member at four universities, Marie-Josée also brings trade union and collective bargaining skills from her experience as president and chief negotiator for the part-time teachers' union at Université du Québec en Outaouais. Before UQO, she served as a member of the board of directors of the Association of Part-time Professors at the University of Ottawa. Marie-Josée is bilingual and obtained her undergraduate degree from Laval University.

Marie-Josée Bourget est entrée en fonctions à l'ACPPU en juillet dernier à titre de conseillère en négociation collective, en remplacement de Christiane Tardif, employée de longue date de l'ACPPU. Forte de ses vingt années d'expérience en tant qu'enseignante contractuelle à quatre universités, Marie-Josée possède un précieux bagage professionnel qu'elle a acquis notamment en exerçant les fonctions de présidente et négociatrice en chef du syndicat des chargées et chargés de cours de l'Université du Québec en Outaouais. Auparavant, elle a siégé au comité de direction de l'Association des professeures et professeurs à temps partiel de l'Université d'Ottawa. Marie-Josée est bilingue et détient un baccalauréat de l'Université Laval.

### Judith Cameron

Judith Cameron has joined CAUT as Information Systems Officer. Judith is responsible for redesigning CAUT's records management system and resource centre. Her term will be for two years. Judith, a 20-year veteran of the information technology industry, has held a variety of positions in both information services areas and library and forms management development. She joins CAUT from one of Canada's national government relations firms, where she managed a resource centre for several years. Prior to that, she was manager of information at the Canadian Tourism Commission and worked for six years as the commission's chief librarian. Judith is bilingual and began her business career as head cataloguer with the Department of National Defence after gaining her MLS from the University of British Columbia.

Judith Cameron se joint à l'ACPPU à titre d'agente des systèmes d'information pour une période de deux ans. Elle est chargée de reprendre la conception du système de gestion des documents et du centre de ressources. Forte de vingt années d'expérience dans le secteur de la technologie de l'information, Judith a occupé divers postes dans les domaines des services d'information et du développement des systèmes de gestion de bibliothèque et de formulaires. Avant d'entrer à l'ACPPU, elle a travaillé à l'un des cabinets nationaux de relations gouvernementales du Canada où elle a gèré un centre de ressources pendant plusieurs années. Auparavant, elle a été gestionnaire de l'information à la Commission canadienne du tourisme ainsi que bibliothécaire en chef de la commission pendant six années. Judith est bilingue et a commencé sa carrière professionnelle en tant que cataloguiste en chef au ministère de la Défense nationale aprés avoir obtenu une maîtrise en bibliothéconomie et en science de l'information de l'Université de la Colombie-Britannique.

### Mariette Pilon

Mariette Pilon, a member of the Quebec Bar since 1975, has been appointed Legal Counsel at CAUT. Mariette is bilingual and holds a master's degree in comparative law from George Washington University Law School. Over the course of her career, she has served as in-house lawyer for the Office and Professional Employees Union, Local 57 (QFL), and in private practice representing employees and unions before various boards and courts in labour law. While practicing law, she was also a lecturer at the Quebec Federation of Labour and presented seminars on various legal topics.

Mariette Pilon, membre du Barreau du Québec depuis 1975, a été nommée conseillère juridique à l'ACPPU. Mariette est bilingue et détient une maîtrise en droit comparé de la George Washington University Law School. Au cours de sa carrière, elle a été avocate pour le Syndicat des employés professionnels et de bureau, section locale 57 (FTQ), et a exercé le droit au sein de cabinets privés à titre de représentante des employés et des syndicats devant diverses commissions et cours en droit du travail. Tout en pratiquant le droit, elle a été chargée de cours à la Fédération des travailleurs et travailleuses du Québec et a animé des séminaires sur une variété de questions juridiques.

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## A

■ **ABORIGINAL STUDIES — Queen's University.** The Development Studies programme invites applications from outstanding scholars interested in being nominated for a university-wide competition for tenure-track faculty appointments under the Queen's National Scholar (QNS) programme. We are seeking a scholar in Aboriginal Studies who can contribute a critical perspective on aboriginal life in North America and fit this with the programme's strengths in international development. A demonstrated commitment to excellence in research and teaching at an undergraduate level is essential. The successful applicant will also be expected to draw together the diverse community of scholars at Queen's who are currently working on aboriginal issues to assist with the creation of a strong Aboriginal Studies stream. Experience with graduate supervision would be an asset. Development Studies is an inter-disciplinary program offering undergraduate courses in development theory and practice as well as internships in developing countries and aboriginal communities in Canada. Applicants can learn more about the programme and current faculty research and teaching interests at www.queensu.ca/devs. The aim of QNS appointments is to enrich teaching and research in newly emerging fields of knowledge as well as traditional disciplines. Preference will be given to scholars in their early- to mid-career stages. Additional information on the QNS programme can be found at www.queensu.ca/principal. Applicants should send a curriculum vitae, a statement of research and teaching interests, and a writing sample, plus three confidential letters of reference, by October 8, 2004, to Dr Huw Lloyd-Ellis, Acting Director, Development Studies, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Tel: 613 533-6000 (x 77210). Fax 613 533-2985. Email enquiries can be sent to develstu@post.queensu.ca. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Academic staff at Queen's University are governed by a collective agreement, details of which are posted at http://www.queensu.ca/qula.

■ **ACCOUNTING — St. Mary's University.** The Department of Accounting in the Sobey School of Business at Saint Mary's University invites applications for a tenure track position. The Appointment will commence July 1, 2005. Tenure-track appointments require strong teaching and research credentials, with an earned doctorate in hand or nearing completion at the time of appointment. Possession of a professional designation is also desirable. Saint Mary's is a public university with approximately 8,500 students, offering a variety of undergraduate and graduate degrees, including a PhD in Management. The Sobey School of Business is housed in a new facility, fully compatible with the latest advances in information technology. With 70 full-time faculty and an enrollment of approximately 2,500 full and part-time students pursuing undergraduate, masters, and doctoral degrees, it is the largest business programme in Atlantic Canada. In addition to being nationally known for its excellence in undergraduate teaching, the School has also established an outstanding research record and a reputation for its international outreach. In recognition of its efforts, the School was granted AACSB accreditation during 2004. The Department of Accounting has a full-time teaching complement of thirteen, supported by approximately ten part-time instructors per semester. A wide range of courses in Financial and Managerial Accounting, Auditing, Information Systems, Taxation, International Accounting and Commercial Law are offered at both the undergraduate and graduate level. The Department graduates approximately 90 accounting majors per year. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Saint Mary's University is committed to the principles of employment equity. Applicants should submit a letter of application, curriculum vitae and the names of three references to: Chair of Accounting, Sobey School of Business, Saint Mary's University, Halifax, N.S. B3H 3C3, Fax: (902) 420 5011. Contact can also be made with the Departmental Administrator at cathy.golden@smu.ca or 902 420 5617. The closing date for applications is January 15, 2005, or when the position is filled.

■ **ADULT PSYCHOPATHOLOGY — Dalhousie University.** The Department of Psychology at Dalhousie University invites applications for a tenure-track appointment at the Assistant Professor level in Adult Psychopathology (broadly defined) in our CPA and APA accredited Clinical Psychology Program. Candidates should have a PhD in psychology, preferably with accredited internship experience, and be eligible for registration as a psychologist in Nova Scotia. The successful applicant will have shown a dedication to scholarship, a demonstrated ability to build and maintain a high-quality research program, and an ability to contribute to the training of students in our clinical psychology program. The specific area of research in adult psychopathology is of less concern than the excellence of the research and its fit with the department's existing strengths. Current strengths in the department include clinical psychology (including health, forensic, and neuropsychology), developmental psychology, cognitive neuroscience, and behavioural neuroscience. Current faculty members in the clinical program are conducting excellent research in various areas of psychopathology, including depression, pain, anxiety, autism, substance abuse, PTSD, impulse control disorders, ADHD, conduct disorder, sleep disorders, and psychopathy. Further information about the research activities and courses offered in our department can be found on our website: www.dal.ca/psychology. Applications should be submitted by November 1, 2004 to Dr. Jeannette McGlone, Department of Psychology, Dalhousie University, Halifax, Nova Scotia B3H 4J1, FAX: 902-494-6585; e-mail: jeannette.mcglone@dal.ca. Applications should consist of a letter of intent, a curriculum vitae, copies of publications, a statement of teaching and research interests and three letters of reference. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **AGRICULTURAL ECONOMICS — University of Alberta.** The Department of Rural Economy, Faculty of Agriculture, Forestry and Home Economics, invites applications from outstanding individuals for one full-time, tenure track position at the Assistant Professor level. As a result of our current directions in undergraduate and graduate programs, and to build on areas of research strength, we are interested in high quality candidates in the area of Management or Applied Economics with research expertise applied to forestry, or the agriculture/environment interface. The successful candidate will be required to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a viable, externally-funded research program, and assist in the administrative duties of the department and faculty. Salary and rank will be commensurate with qualifications and experience. Candidates must hold a PhD in Economics, Business, Agricultural or Resource Economics or related field or expect to receive one before August 31, 2004. Research and/or industry experience beyond a doctoral degree is desirable, as is experience preparing and publishing business case studies. The University of Alberta is one of Canada's largest and most-respected research universities. The University has a population of almost 34,000 students, and granted 6,800 degrees in 2002. It is located in Edmonton, the provincial capital of Alberta. With a metropolitan area population of approximately one million people, Edmonton is home to several major arts and music festivals each year, and boasts the largest system of urban parkland in North America. For more information on the University of Alberta and Edmonton, please visit http://www.ualberta.ca and http://www.infoedmonton.com. The Department of Rural Economy offers bachelors, masters, and doctoral degrees. Its focus areas of study include agribusiness management, agricultural economics, environmental and resource economics, and rural sociology. Its fifteen full-time academic staff members have been recognized for their teaching and research excellence. Scholars interested in learning more about the Department of Rural Economy and the research programs of the staff are invited to view our Home Page (http://www.re.ualberta.ca) or contact: Dr. Ellen Goddard (ellen.goddard@ualberta.ca), Department of Rural Economy, 515 General Services Building, University of Alberta, Edmonton, Alberta T6G 2H1 Canada. Phone: (780) 492 4596; Fax (780) 492 0268. Interested candidates should send a curriculum vitae, names of three references, a statement of current and future research interests and three papers most relevant to research interests to: Chair, Department of Rural Economy at the above address. Applications will be accepted until 30 September 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ANTHROPOLOGY — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the area of Social-Cultural Anthropology, at the rank of Assistant Professor commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Head, Department of Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2190; Fax: 519.971.3621; Email: lynnep@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Dahich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **APPLIED MATHEMATICS — University of Waterloo.** The Department of Applied Mathematics, University of Waterloo, invites applications for a tenure-track faculty position in the area of mathematical medicine, to begin on or after July 1, 2005. Appointment at the Assistant Professor level is preferred, but extraordinarily strong candidates would be considered for a more senior position. Salary will be commensu-


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# CAREERS CARRIÈRES

rate with experience and research record. Current research in this area includes projects being carried out in collaboration with medical practitioners at Princess Margaret Hospital and the Hospital for Sick Children, which focus on the development of mechanical models that accurately describe a variety of diseases and clinical conditions. Candidates should exhibit potential for outstanding research, and should have a strong mathematical background. We are looking for applicants with enthusiasm for teaching at both the undergraduate and graduate level. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (reference letters should not be sent at this stage). Screening of applications will begin on December 15, 2004, and the final deadline for receiving applications is January 15, 2005. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the Department may be obtained from our webpage at www.math.uwaterloo.ca/AM_Dept/index.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **APPLIED MATHEMATICS — University of Waterloo.** The Department of Applied Mathematics, University of Waterloo, invites applications for a tenure-track faculty position in the area of control theory, to begin on or after July 1, 2005. The position is at the Assistant Professor level and salary will be commensurate with experience and research record (in exceptional cases, an appointment at a higher level may be possible). Candidates should show evidence of potential for outstanding research, should have a strong mathematical background and an active interest in applications of their discipline in science or engineering. We are looking for applicants with enthusiasm for teaching at both the undergraduate and graduate level. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The deadline for receiving applications is January 15, 2005. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the Department may be obtained from our webpage at www.math.uwaterloo.ca/AM_Dept/index.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **APPLIED MATHEMATICS — Dalhousie University.** Applications are invited for a tenure-track position in Applied Mathematics at the Assistant Professor level commencing July 1, 2005. Applicants should have completed, or almost completed, a PhD. The successful candidate will be expected to develop excellence in research and teaching, supervise graduate students and interact with related established groups within the department. Exceptional candidates may be considered in other fields. Applicants should send a current curriculum vitae including a list of publications, statement of research and teaching objectives and the name, address and email address of 3 referees. The deadline for applications is Tuesday, January 4, 2005. Applications should be sent to: Dr. P. Keast, Chair, Department of Mathematics & Statistics, Dalhousie University, Halifax, NS, B3H 3J5, Canada, email keast@mathstat.dal.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **APPLIED MATHEMATICS — McGill University.** The Department of Mathematics and Statistics invites applications for a tenure-track position in Applied Mathematics. While the appointment is expected to be made at the level of an Assistant Professor, the Department would consider applicants for a senior position. The appointment is expected to be in the broad area of differential equations (partial, stochastic, or functional) and scientific computing. Applicants should have expertise in both analytical and computational aspects. Candidates must have a doctoral degree at the date of appointment and a strong background in mathematics. They are also expected to have demonstrated the capacity for independent research of excellent quality. Selection criteria include research accomplishments, as well as potential contributions to the educational programs of the Department at the graduate and undergraduate levels. Applications with a curriculum vitae, a list of publications, a research outline, an account of teaching experience, a statement on teaching, and the names, phone numbers and e-mail addresses of at least four references (with one addressing the teaching record) should be sent to: Professor A.R. Humphries, Chair, Applied Mathematics Search Committee, Department of Mathematics & Statistics, McGill University, 805 Sherbrooke Street West, Montreal, QC, Canada H3A 2K6. Candidates must arrange to have the letters of recommendation sent directly to the above address. Candidates are encouraged to include copies of up to three selected reprints or preprints with their applications. To ensure full consideration, applications must be received by 30th November 2004. In accordance with Canadian immigration requirements, priority will be

## Full Professor
## Engineering and Public Policy

The Faculty of Engineering of McMaster University is seeking an outstanding individual at the rank of Professor with tenure, who is nationally and internationally recognized for their exceptional record of excellence and accomplishment in research and teaching in the field of Engineering and Public Policy. Areas of interest include energy and the environment, information and communication technology policy, and transportation. The person appointed to this position will be expected to maintain highly visible leadership and mentoring roles in education and research related to engineering and public policy through the development of educational programs, research and government/industrial interactions.

Applicants are expected to have a Ph.D., and an undergraduate degree in engineering with extensive academic and practical experience at the interface of engineering and public policy. The successful candidate will become a member of one of the Engineering departments and will play a key leadership role in McMaster's new Centre for Engineering and Public Policy, which will be situated within the newly developed McMaster School of Engineering Practice. The Faculty has a long standing undergraduate program, Engineering and Society, and is planning a masters degree that will prepare students for careers in engineering fields with public policy implications. The successful candidate will be expected to contribute to teaching in both graduate and undergraduate programs and to develop a strong research program.

Applicants should send a letter of application, full CV including a list of publications, statement of teaching and research interests, a selection of research publications, and the names of at least three references (with postal and email addresses). Registration, or eligibility for registration, by Professional Engineers Ontario will be considered an asset.

Please send the application materials to:

**Dr. M. Elbestawi, Dean**
**Faculty of Engineering**
**McMaster University**
**Hamilton, Ontario**
**Canada L8S 4L7**

Applications will be accepted until the position is filled.

McMaster University
ENGINEERING

*All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.*

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## The RBC Financial Group Professorship in the Commercialization of Innovation

The RBC Financial Group Professorship in the Commercialization of Innovation was established to provide innovators with a better understanding of the business characteristics, strategies and environments that drive successful commercialization, recognizing that bringing innovation to market is fundamentally important to our national productivity and prosperity.

The School of Management of the University of Ottawa invites applications from recognized leaders in this field to enhance the School's research capacity and to provide a focal point in Canada for the study of commercialization. Incumbents will be expected to initiate new research programs examining trends in the commercialization of scientific and technological research, as well as to incorporate this research in the School's undergraduate and graduate programs. The incumbent will also be expected to promote dialogue among the School, the RBC Financial Group and the community through consultations, public lectures, annual symposiums and news articles.

A Ph.D., an impressive record of research, a demonstrated record of external funding, and a strong and promising research program are required. Candidates are expected to carry out a vigorous program of independent, externally funded research and possess the potential to attract and mentor graduate students, establish collaboration with colleagues, industry and government (on both a national and international level), and be involved in the teaching and development of undergraduate and graduate courses. Capacity to teach in both official languages is an asset. Salary will be commensurate with qualifications and experience.

The newly AACSB accredited School of Management is one of the larger management schools in Canada, with over 80 full-time faculty and some 3,100 students enrolled in our undergraduate and graduate programs. We are also a fully bilingual Management School, unique in a North American context.

Ottawa, Canada's Capital, is one of the world's 10 best cities in which to live. Ottawa has a vibrant cultural life with an abundance of theatres, national museums and festivals. Despite its more than one million residents, the area is famous for its green spaces, bicycle paths and rivers, making it especially appealing to people with an active lifestyle. Ottawa, also known as Silicon Valley North, is a leading centre for the high technology, life sciences, education, medical sciences and bio-technology sectors.

Applications should contain a curriculum vitae and three letters of recommendation. Send or email (leck@management.uottawa.ca) the material by **November 1st, 2004** to:

**Dr. J.D. Leck, Associate Dean (Research)**
**School of Management, University of Ottawa**
**136 Jean-Jacques Lussier St., Ottawa, ON K1N 6N5**
Fax: 613-562-5166

**www.management.uOttawa.ca**

## *La bourse professoral RBC Groupe financier en commercialisation de l'innovation*

La bourse professorale RBC Groupe financier en commercialisation de l'innovation a été créée pour permettre aux innovateurs de mieux comprendre les caractéristiques, les stratégies et les milieux d'affaires qui favorisent une commercialisation fructueuse, à la lumière de l'importance fondamentale de la commercialisation de l'innovation pour notre productivité et notre prospérité nationale.

L'École de gestion de l'Université d'Ottawa invite les chefs de file reconnus dans le domaine à poser leur candidature en vue de hausser la capacité de l'École en matière de recherche et de créer au Canada un foyer d'étude de la commercialisation. La personne titulaire devra lancer de nouveaux programmes de recherche portant sur les tendances en matière de commercialisation des résultats de recherches scientifiques et technologiques et intégrer ces activités de recherche dans les programmes de premier et de deuxième cycle de l'École. Il ou elle devra également promouvoir le dialogue entre l'École, RBC Groupe financier et la collectivité en menant des consultations, en organisant des conférences publiques et des symposiums annuels et en publiant des articles.

Les personnes candidates doivent avoir un doctorat, posséder un dossier de recherche impressionnant, montrer qu'elles ont décroché des subventions de sources externes et exploiter un programme de recherche solide et prometteur. Ces personnes doivent mener un programme dynamique de recherche indépendante financée par des bailleurs de fonds externes et savoir recruter et encadrer des étudiantes et étudiants diplômés, établir une collaboration avec leurs collègues, l'industrie et le gouvernement (tant au pays qu'à l'étranger), ainsi que donner et élaborer des cours de premier et de deuxième cycle. La capacité d'enseigner dans les deux langues officielles est un atout. Le salaire est établi en fonction des compétences et de l'expérience.

L'École de gestion de l'Université d'Ottawa récemment agréée par l'AACSB International est une des plus grandes écoles au Canada, avec plus de 80 professeur(e)s à temps plein et 3,100 étudiant(e)s inscrits dans nos programmes de 1er et 2ième cycles. De plus, notre bilinguisme officiel nous distingue dans un contexte nord américain.

Ottawa, la capitale du Canada, se classe parmi les 10 premières villes au monde en ce qui a trait à la qualité de vie. Vous y trouverez une vie culturelle vibrante, animée par de nombreux théâtres, musées nationaux et festivals. Malgré une population de plus d'un million, Ottawa est renommée pour ses espaces verts, ses pistes cyclables et ses rivières. Ceux et celles qui adoptent un style de vie actif sont séduits par l'endroit. Aussi connu sous le nom de Silicon Valley North, Ottawa est chef de file dans les domaines de la haute technologie, des sciences humaines, de l'éducation, des sciences médicales et de la bio-technologie.

Les demandes d'emploi doivent inclure un curriculum vitae et trois lettres de recommandation. Faites parvenir votre demande par la poste ou par courriel (leck@ gestion.uottawa.ca) au plus tard le **1er novembre 2004** à l'adresse suivante : **Joanne Leck, Doyenne associée (recherche), École de gestion, Université d'Ottawa, 136 Jean-Jacques Lussier, Ottawa, ON K1N 6N5.** Télec: 613-562-5166.

**www.gestion.uOttawa.ca**

*The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. In certain cases, professors must have the ability to teach in both official languages to be granted tenure. Equity is a University policy. The University strongly encourages applications from women. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Please note that this offer is subject to availability of funds.*

*L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme, vieille de plus de 150 ans. Par l'entremise de l'institut de langues secondes, l'Université offre aux membres et à leurs conjoints la possibilité de suivre des cours pour parfaire leurs connaissances de leur seconde langue officielle. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue. De plus, pour obtenir la permanence, certains professeurs devront pouvoir enseigner dans les deux langues officielles. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Toutes les personnes qualifiées sont invitées à postuler; toutefois, la priorité est accordée aux citoyens canadiens et aux résidents permanents.*

# CAREERS CARRIÈRES

given to Canadian citizens and permanent residents. However, all outstanding candidates will be considered. McGill University is committed to equity in employment.

■ **ARCHITECTURE — University of Manitoba.** The Department of Architecture invites applications for a Tenure-Track position at the rank of Assistant Professor in Design and Building Systems History/Theory beginning July 01, 2005. Candidates for this position must possess a first professional degree in architecture as well as a post professional degree, preferably at the PhD level, in history and theory, or be qualified to teach studios and courses at both the graduate and undergraduate levels. The successful candidate will play a major role in shaping our history/theory curriculum through creative research and teaching. The Faculty of Architecture: The professional program in Architecture is fully accredited by the Canadian Architectural Certification Board (CACB). The Faculty fully integrates the use of computers into the teaching of design, and it is essential for applicants to be familiar with current applications. Further details are available at: http://www.umanitoba.ca/employment/academic/. Candidates should provide evidence of professional research and teaching accomplishments. The University encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. Women are particularly encouraged to apply. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Interested applicants should send full curriculum vitae, portfolio of professional, teaching and research accomplishments, and the names and contact numbers of three references by December 1, 2004 to: Professor R. I. Macdonald, Chair, Faculty of Architecture Search Committee, Department of Architecture, Room 201F John A. Russell Building, Faculty of Architecture, University of Manitoba, Winnipeg, Manitoba R3T 2N2, tel. (204) 474-6424, Fax (204) 474-7532; e-mail macdona@cc.umanitoba.ca. Application materials, including letters of reference, will be handled in accordance with Manitoba's "Freedom of Information and Protection of Privacy Act."

## B

■ **BIOCHEMISTRY & MOLECULAR BIOLOGY — Dalhousie University.** The Department of Biochemistry & Molecular Biology invites applications for a probationary tenure-track position at the rank of assistant professor to begin on or around July 1, 2005. Preference will be given to applicants whose research interests have biomedical importance and complement those of current members of the department. Research activities in the department encompass three general themes: i) molecular cell biology and molecular genetics; ii) comparative genomics, proteomics and molecular evolution; and iii) structure, function and metabolism of biomolecules. The ability to collaborate across disciplines is encouraged. The department is closely affiliated with the Evolutionary Biology Program of the Canadian Institute for Advanced Research and the newly established Genome Atlantic Centre which are jointly creating a major centre in comparative microbial genomics. An active affiliation also exists with the lipid biochemistry and signal transduction group in the Atlantic Research Centre. More details about the research activities of the department and the Faculty of Medicine can be found on our web sites: www.biochem.dal.ca and www.medicine.dal.ca. The successful applicant will be expected to develop a strong, externally-funded research program and to contribute to the teaching programs for undergraduate and graduate science students, medical students and students in allied health professions. Applicants must have a PhD, at least 2 years of post-doctoral experience and a strong publication record. Applicants should submit a curriculum vitae, reprints of several recent publications, a one to two-page statement outlining their research plans and the names of three referees to: Dr. M. W. Gray, Head, Department of Biochemistry & Molecular Biology, Faculty of Medicine, Sir Charles Tupper Medical Building, Dalhousie University, Halifax, NS B3H 1X5. Closing date for receipt of applications is September 30, 2004. The Academic Planning and Appointments Committee will commence reviewing applications in October, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **BIOCHEMISTRY, MICROBIOLOGY & IMMUNOLOGY — University of Ottawa.** The Department of Biochemistry, Microbiology and Immunology of the Faculty of Medicine at the University of Ottawa invites applications for tenure-track faculty positions at any level to establish or continue innovative research programs in respiratory infections and molecular and cellular immunology. Successful candidates will have the opportunity to interact with a dynamic scientific community whose interests range from pathogenesis and evolution of RNA viruses, oncolytic viruses and autoimmunity to structural biology and integrated metabolic processes. In addition to the establishment of independent world-class research programs, successful candidates will be expected to direct graduate student and postdoctoral research, and to participate in undergraduate and graduate education in Microbiology and Immunology and/or Biochemistry. Applicants should have a PhD degree and have completed at least 2 years of post-doctoral training at the time of application. An ability to teach in both French and English would be an asset. A current CV, a one-page statement of research interests, and the names of three references should be sent by e-mail to the department at mseguin@uottawa.ca. The competition will remain open until all positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Equity is a University of Ottawa policy; women, aboriginal people, members of visible minorities and persons with disabilities are invited to apply. All candidates will be considered for Canada Research Chair appointments. More information on the department can be obtained at www.uottawa.ca/academic/med/microbio/bmi.

■ **BIOCHIMIE, MICROBIOLOGIE & IMMUNOLOGIE — Université d'Ottawa.** Nous cherchons à combler des postes professoraux menant à la permanence et de n'importe quel rang, l'objectif étant de lancer ou de poursuivre des programmes de recherche innovateurs visant soit les infections respiratoires, soit l'immunologie moléculaire et cellulaire. Dans vos fonctions, vous aurez l'occasion de travailler au sein d'une communauté scientifique dynamique animée par de vastes intérêts de recherche: pathogenèse et evolution des virus à ARN; virus oncolytiques, auto-immunité, biologie structurale et processus métaboliques intégrés. En plus de mettre au point des programmes de recherche indépendants de calibre mondial, vous devrez à la fois diriger des travaux d'études supérieures et de recherches postdoctorales et continuer à l'enseignement aux premier, deuxième et troisième cycles en microbiologie/immunologie ou en biochimie. Vous devrez détenir un doctorat et avoir au moins deux années de formation postdoctorale au moment de soumettre votre demande. De plus, la capacité d'enseigner en français et en anglais représente un atout. Pour postuler, veuillez soumettre votre curriculum vitae, un énoncé d'une page sur vos intérêts de recherche et le nom de trois références à l'adresse suivante: mseguin@uottawa.ca. La competition demeurera ouverte jusqu'à ce que tous les postes soient comblés. Nous vous encourageons fortement à faire demande si votre dossier répond aux conditions ci-dessus; cependant, nous donnons la priorité aux personnes ayant la citoyenneté canadienne ou la résidence permanente. Cela dit, l'Université applique une politique d'équité en matière d'emploi et d'éducation, et nous invitons les femmes, les autochtones, les membres de minorités visibles et les personnes handicapées à poser leur candidature. Toute personne qui postule sera considérée en vue d'une Chaire de recherche du Canada. Pour en savoir plus à propos du Département, consultez le http://www.uottawa.ca/academic/med/microbio/bmi.

■ **BIOLOGY — University of New Brunswick.** The Department of Biology has a tenure track position available in Plant Physiology. Candidates would be expected to develop a strong research program examining physiological, molecular and/or developmental processes in plants. The candidate would be expected to teach a core course in plant physiology and may be required to teach at the introductory level, as well as a course within the applicant's area of expertise. Qualifications: PhD in plant physiology. Post-doctoral experience would be an asset. Information about the biology department and the available facilities can be obtained at http://www.unb.ca/fredericton/science/biology/. The closing date is October 1, 2004 or whenever a suitable candidate is found. To apply, send a letter describing your research and teaching interests, a curriculum vitae with the names and addresses of three referees, three representative publications and a statement of teaching philosophy to: T. Dilworth, Chair, Department of Biology, University of New Brunswick, Mail Bag Service #45111, Fredericton, NB, E3B 6E1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **BIOLOGY — University of Waterloo.** The Department of Biology of the University of Waterloo invites applications for two tenure track positions at the Assistant or Associate Professor level in Animal Physiology. Applicants must have a PhD and post-doctoral experience and be prepared to establish an externally funded active research program. We are particularly interested in candidates using cellular and/or molecular approaches to explore an aspect of Animal Physiology. Duties include research, teaching at the undergraduate and graduate levels, and graduate student supervision. Candidates should be able to teach courses dealing with comparative animal physiology, reproductive animal physiology, endocrinology and/or a specialized topics course within these disciplines. Salary will be commensurate with qualifications and experience. Applicants should send their curriculum vitae, the names of three individuals willing to furnish letters of reference, and an outline (1–2 pages) of their proposed research program to: Chair, Department of Biology, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The closing date for applications is November 15, 2004 with a start date after May 1, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Additional information on the Department is available at http://www.sciuwaterloo.ca/biology.

■ **BUSINESS — McMaster University.** The Michael G. DeGroote School of Business invites applications for a tenure-track position in International Business in the Marketing, Business Policy and International Business Area, at the Assistant Professor level, starting July 1, 2005. In addition to International Business, the successful candidate will have expertise in International Marketing. Candidates with a background in Strategy/Policy will also be considered, if their research has a truly International Business orientation. The candidate should hold or be close to completing a PhD, and have demonstrated high quality teaching and research expertise. Duties include research and teaching undergraduate and graduate students. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should include a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: P. K. Bates, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4. E-mail: baba@mcmaster.ca, Fax: (905) 526-0852. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

■ **BUSINESS — University of Windsor.** The Odette School of Business at the University of Windsor invites applications for tenure-track positions commencing July 1, 2005. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3091; Fax: 519.973.7073; Email: jdeslip@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665 6808 (toll free) or recruit@uwindsor.ca.

■ **BUSINESS & ECONOMICS — Bishop's University.** The Williams School of Business and Economics is currently seeking to fill a tenure track position at the Assistance Professor level, subject to budgetary approval. The successful candidate will join the area group of Management and Human Resources beginning July 2005. All fields of management will be considered, but preference will be given to those with any ability to teach in one or more of the following areas: General Management, Human Resource Management, Organizational Behaviour and Business Strategy/Policy. The successful candidate will have a PhD (or near completion) in a business, management or highly related field. The candidate must also show strong potential for research and scholarship consistent with the mission of the University and the discipline. The Williams School of Business and Economics is committed to providing its faculty members with a growingly vibrant and supportive environment in which to excel at both teaching and research. In accordance with Canadian immigration requirements, priority will be give to Canadian citizens and permanent residents. All qualified candidates are encouraged to apply. Bishop's University is committed to employment equity and encourages applications from women, aboriginal people, people with disabilities and visible minorities. Applications should be sent as soon as possible. The selection process will continue until the position is filled. Please send application, curriculum vitae, and three letters of recommendation to: Bill Robson, Dean, Williams School of Business and Economics, Bishop's University, Lennoxville, Quebec J1M 1Z7; Fax No. (819) 822-9720; Phone No. (819) 822-9622; Email: biobson@ubishops.ca.

■ **BUSINESS ECONOMICS — York University.** The Department of Economics at Glendon College, the bilingual Liberal Arts Faculty of York University, invites applications for a tenure-track position at the rank of Assistant Professor in the Business Economics Program. This position is subject to budgetary approval by the University. Candidates should be bilingual, French-English, and possess a PhD in Economics, International Business or International Economics and Finance with a specialization in International Business. The applicant is sought in the field of international business economics and will be expected to do research, to teach in the Business Economics Program in both French and English. Duties will include teaching at the undergraduate level with some possibility of graduate teaching and supervision, research and administrative responsibilities. Preference will be given to candidates with proven teaching experience, together with a strong research and publication record, reflecting a knowledge of both French and English scholarship, the ability to contribute effectively to the York graduate program. Applications including curriculum vitae should be sent directly to Professor O.F. Hamouda, Chair, Department of Economics, Glendon College, York University, 2275 Bayview Avenue, Toronto, Ontario M4N 3M6. Date of Appointment, July 1, 2005. Candidates must arrange for three letters of reference to be sent directly to the Chair of the Department. At least one of the references should address teaching. Deadline for applications: December 1, 2004. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

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## UNIVERSITY OF WATERLOO

### ASSOCIATE/FULL PROFESSOR
### DEPARTMENT OF HEALTH STUDIES & GERONTOLOGY

***LEADER IN PUBLIC HEALTH RESEARCH AND TRAINING***

The Department of Health Studies and Gerontology invites applications for a tenured or tenure-track position in public health.

The University of Waterloo is initiating a new program in public health, at the graduate and undergraduate level. A proposed Master of Public Health (MPH) program is expected to begin in 2006, to complement existing research-oriented MSc and PhD programs. By the end of the current decade we anticipate an overall enrollment of up to 100 graduate students. The initial program will include at least eight new faculty members, many with joint appointments between the Faculties of Applied Health Sciences, Arts, Environmental Studies, Mathematics (including Computer Science), and Science.

Health Studies and Gerontology wishes to appoint an outstanding individual to shape, develop, and promote the new program. The ideal candidate will have an extensive record in building multi-disciplinary research teams, and fostering national and international linkages between researchers, policy makers and program providers. Applicants should have experience working in the public health sector or specialized qualifications in public health (e.g., MPH, or equivalent Masters or Doctoral degree in health administration, health planning, community health, etc.). In keeping with the focus of the new MPH program, candidates should have a strong research and training record in one or more areas related to the socio-behavioural, and/or environmental aspects of public health.

The successful candidate will be appointed at the rank of Associate or Full Professor in the Department of Health Studies and Gerontology. The effective date is expected to be July 1, 2005 or as is mutually agreed. The closing date for applications is November 30, 2004.

Please submit a curriculum vitae, and arrange for three letters of reference to be sent directly to:
Dr. Stephen McColl, Chair
Department of Health Studies and Gerontology
University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1
www.ahs.uwaterloo.ca/hsg/

University of Waterloo

BUILDING A TALENT TRUST

*All qualified candidates are encouraged to apply, however Canadians and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.*

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## Memorial University of Newfoundland

### FACULTY POSITION IN ANALYTICAL GEOCHEMISTRY
***Department of Earth Sciences***

The Department of Earth Sciences at Memorial University of Newfoundland invites applications for a tenure-track faculty position in Analytical Geochemistry at the rank of Assistant or Associate Professor. The successful candidate will join a team of faculty and research staff developing multi-collector–magnetic sector–ICPMS (with laser ablation capabilities), ion microprobe and scanning electron microscope instruments in the new Inco Innovation Centre at the St. John's campus. The instruments will support a broad range of ongoing research applications in the University, particularly ore deposit studies and igneous petrology (focussing initially on the Voisey's Bay nickel-copper-cobalt deposit in Labrador) but also crystalline rock and sedimentary basin geology, hydrogeology, geoarchaeology, marine and environmental sciences, and metallurgy. The successful candidate will be expected to develop analytical methods for the instruments that support their own distinctive research programme in the earth sciences, as well as other research activities in the University.

Applicants should hold a PhD in Geochemistry or a closely related field and have a demonstrated record of research and publication in their area of expertise. Further information about the position may be found at www.esd.mun.ca/department/employment_index.html.

Review of applications will begin **September 30, 2004** and continue until the position is filled. Interested persons should send a resume and the names of three referees (electronic applications are preferred) to:

**Analytical Geochemistry Faculty Search**
**Dr. Rick Hiscott, Interim Head**
**Department of Earth Sciences**
**Memorial University of Newfoundland**
**St. John's, NL, Canada A1B 3X5**
Phone: (709) 737-2334
Fax: (709) 737-7437
E-mail: head@esd.mun.ca

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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## *DALHOUSIE* UNIVERSITY
## NSERC University Faculty Award

The Department of Electrical and Computer Engineering (www.ece.dal.ca) at Dalhousie University (www.dal.ca) invites applications from candidates eligible for an NSERC University Faculty Awards (www.nserc.ca/professors_e.asp?nav=profnav&lbi=e7). The award holder will be offered a probationary tenure-track appointment at the rank of Assistant Professor, subject to a successful nomination to the NSERC.

The successful candidate must possess outstanding communication skills and be capable of teaching in English at the undergraduate and graduate levels, supervising graduate students and undertaking an active research program in the area of Microelectronics and VLSI Design.

The Electrical & Computer Engineering Department at Dalhousie University houses six active research laboratories; Communications, Microelectronics, NSERC Design Chair, Photonics, RF Wireless and Robotics.

The successful applicant will hold a Ph.D. in Electrical Engineering. Candidates should submit a letter of application, including curriculum vitae and the names, addresses, telephone numbers and e-mail addresses of at least three referees to:

**Dr. Ezz El-Masry, Head**
**Department of Electrical and Computer Engineering**
**Dalhousie University**
**P.O. Box 1000, Halifax, Nova Scotia**
**Canada, B3J 2X4**

Applications will be reviewed beginning **September 15, 2004** and will continue until the position is filled.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

DALHOUSIE UNIVERSITY
*Inspiring Minds*

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## Muscular Dystrophy Canada

**1 800 567 CURE**
***50 years of making muscles move***

# CAREERS CARRIÈRES

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■ **CANADIAN HISTORY — Simon Fraser University.** The Department of History at Simon Fraser University invites applications for a tenure track appointment in the field of Canadian History, with non-exclusive areas of particular interest being race/ethnicity and/or immigration. The position will begin in September, 2005. The appointment will be made at the Assistant Professor level at a salary that matches qualifications. Preferred qualifications include a completed PhD, publications, and university teaching experience. The successful candidate will teach undergraduate and graduate courses and will be expected to develop a strong research programme in her/his area of specialization. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and person with disabilities. This position is subject to approval by the University Board of Governors and final budgetary authorization. Closing date for receipt of applications is Friday 15 October 2004. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Dr. Jack Little, Chair, Department of History, 8888 University Drive, Simon Fraser University, Burnaby, B.C. V5A 1S6; Fax: (604) 291.5837.

■ **CHEMICAL ENGINEERING — University of Waterloo.** The Department of Chemical Engineering at the University of Waterloo invites applications for a tenure track position at the level of Assistant or Associate Professor. Applications are invited from excellent candidates in the area of chemical reaction engineering with expertise in fundamental and applied catalysis and chemical reactor design. The applicant is encouraged to participate in other research activities in the department relating to clean fuels, hydrogen production, catalytic distillation, nanomaterials and energy-efficient processes. The applicant will assume a normal teaching load and will be expected to teach a broad range of undergraduate and graduate courses in chemical engineering. The candidate should be a member or eligible to be a member of Professional Engineers Ontario (PEO). The Department of Chemical Engineering has 28 faculty members with a large engineering research group interested in green power generation. The successful candidate is expected to work within this interdisciplinary group. The department has a total annual enrolment of 500 undergraduate and 100 graduate students making it one of the largest chemical engineering departments in North America. The University of Waterloo has over 23,000 students. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at www.uwaterloo.ca. Applications consisting of a curriculum vitae, a clearly outlined research program, statement of teaching interests, name and full contact information for three referees should be sent to Professor T.A. Duever, Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Applications will be received until the position is filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **CHEMICAL ENGINEERING — University of Waterloo.** Nanotechnology: The Department of Chemical Engineenng at the University of Waterloo invites applications for a tenure track position at the level of Assistant or Associate Professor. Applications are invited from excellent candidates in the emerging area of nanotechnology with research interests related to nano-engineered materials, bio-nano systems or nano-instruments or microfluidics. Excellent candidates in other areas of Chemical Engineenng will also be considered. Applicants are expected to hold a PhD in Chemical Engineering or a closely related discipline, display demonstrated excellence in research and excellent teaching skills. The candidate will be expected to develop and lead an active, internationally recognized research program. Duties will also include teaching graduate and undergraduate courses in the chemical engineering curriculum. Applicants should also be eligible for registration as a Professional Engineer in the Province of Ontario. The Department of Chemical Engineering offers a collegial, interdisciplinary and collaborative research environment. With 28 faculty members and a total annual enrolment of 500 undergraduate and over 100 graduate students it is one of the largest Chemical Engineering departments in Canada. The University of Waterloo has over 23,000 students. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at http://uwaterloo.ca. Applicants should send a curriculum vitae, a clearly outlined research program, a statement of teaching interests, and the names and full contact information for three referees to Professor Thomas Duever, Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Applications will be considered until the position is filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **CHEMISTRY — University of Windsor.** The University of Windsor invites applications for two tenure-track positions in the Department of Chemistry and Biochemistry in the areas of Polymer and Materials Chemistry at the rank of assistant professor commencing July 1, 2005. The position is an University Faculty Award (UFA) position. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Douglas W. Stephan, Head, Department of Chemistry & Biochemistry, University of Windsor, Windsor, Ontario N9B 3P4. Phone: 519.253.3000, Ext. 3537; Fax: 519.973.7098; E-mail: stephan@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **CHEMISTRY — Wilfrid Laurier University.** The Department of Chemistry invites applications for two tenure-track appointments, one in analytical chemistry and one in experimental physical chemistry, subject to budgetary approval. The appointments are at the rank of Assistant Professor and are effective July 1, 2005. Candidates should have a PhD and postdoctoral experience and will be expected to develop an externally funded research program. The department currently offers Honours BSc degrees in both chemistry and biochemistry and is committed to excellence in undergraduate education, featuring limited enrollments and small class sizes. The department plans to develop a graduate program. Applicants should send a full curriculum vitae, a teaching dossier including teaching experience, teaching interests and philosophy, as well as a two-page outline of research interests and a brief research proposal to Dr. Ian Hamilton, Chair, Department of Chemistry, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5 (email: ihamilto@wlu.ca). Applicants should also supply the names and complete addresses (fax and e-mail) of three or more persons able to act as referees and arrange for three letters of reference to be mailed to the department before November 15, 2004. The University is committed to employment equity, and encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. For more information about Laurier please visit our web site at www.wlu.ca.

■ **CHEMISTRY — Brock University.** The Department of Chemistry at Brock University invites applications for three full-time, tenure track positions in the areas of Bioorganic, Inorganic and Analytical Chemistry. Applications will be considered at the Assistant Professor level from individuals with post-doctoral experience. Applications from outstanding individuals will also be considered for appointment at the Associate Professor level. The Department (www.brocku.ca/chemistry) offers B.Sc. and M.Sc. degrees in Chemistry and M.Sc./PhD degrees for students who qualify for the Biotechnology graduate program. (www.brocku.ca/biotechnology) Successful applicants will have strong experimental skills in the areas listed above. An ability and willingness to support aspects of teaching and collaborative research in the Chemical Biology stream of Brock's Biotechnology program is an asset. Applicants are expected to teach at both the undergraduate and graduate levels and to develop and maintain a thriving, externally funded, research program. Applicants should send a CV, a detailed research proposal (with plain-language summary), and a teaching dossier (or equivalent documentation that outlines the candidate's teaching experience and philosophy) to: Dr. Jeffrey Atkinson, Chair, Department of Chemistry, Brock University, 500 Glenridge Ave., St. Catharines, Ontario L2S 3A1 E-mail: jatkin@brocku.ca. The candidates should also arrange for three letters of reference to be sent to the Department. Applications will be reviewed until January 1, 2005 or until suitable candidates have been identified. Appointments will commence on or after July 1, 2005. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Brock University supports and encourages employees to contribute to a safe work environment for all. All positions are subject to final budgetary approval. More information on Brock University can be found on the university website at: www.brocku.ca.

■ **CHEMISTRY — Dalhousie University.** The Department of Chemistry at Dalhousie University invites applications for a full-time probationary tenure-track position at the rank of Assistant Professor in the field of Materials Chemistry, with preference given to candidates with expertise in experimental inorganic and/or physical chemistry. The position requires a PhD degree, postdoctoral experience and a proven research track record. The successful candidate will be expected to teach undergraduate and graduate classes in chemistry and to develop a vigorous and creative research program with external funding. Applications should consist of a curriculum vitae, a list of publications, a summary of research interests, a detailed research proposal, a statement of teaching interests and experience, and the names of three referees. The completed application should be sent to: Professor Russell J. Boyd, Chair, Department of Chemistry, Dalhousie University, Halifax, Nova Scotia B3H 4J3. Tel: 902.494.3707, FAX: 902-494-1310, russell.boyd@dal.ca. The appointment is effective July 1, 2005 but may be taken up at a later date. Consideration of candidates will begin in September 2004 and continue until the position is filled. See http://www.chem.dal.ca/no2004mcsearch.html. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **CHEMISTRY — University of Toronto.** The Department of Chemistry, University of Toronto, invites applications for a tenure stream position at the rank of Assistant Professor in the area of Organic Chemistry effective on or after July 1, 2005. Applicants should possess a PhD in the broadly defined area of Organic Synthesis or Organic Materials, a strong academic background, an excellent research record and potential for excellence in teaching. The successful candidate will be expected to conduct an active and innovative research program and to teach at both the undergraduate and graduate level. Salary will be commensurate with qualifications and experience. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications will be accepted until October 1, 2004. Applicants should provide a curriculum vitae, statement of teaching philosophy and interests, an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 151, Toronto, Ontario M5S 3H6, Canada. You may mail your material to the address above, or email to, chmsrch@chem.utoronto.ca. If you are submitting electronically, only PDF documents will be accepted.

■ **CIVIL & ENVIRONMENTAL ENGINEERING — University of Windsor.** The University of Windsor invites applications for a tenure-track position in Civil and Environmental Engineering in the area of Transportation Engineering commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. R Balachandar, Head, Department of Civil & Environmental Engineering, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2550; Fax: 519.561.1420; Email: appleng@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **CIVIL ENGINEERING — University of Manitoba.** The University of Manitoba is seeking applications or nominations for a Canada Research Chair (CRC) established by the Government of Canada to enable Canadian universities to foster worldclass research excellence. The University of Manitoba is a major research university located in the city of Winnipeg. The University's Strategic Research Plan includes a Tier II Chair in the Faculty of Engineering in the area of Northern and Aboriginal Civil Infrastructure. The appointment will be tenure track in the Department of Civil Engineering at the rank of Assistant or Associate Professor. For the duration of the CRC, the successful applicant will be granted reduced teaching and service responsibilities. Rank and salary will be commensurate with qualifications and experience. The successful candidate will: 1) have an earned PhD in an area related to Civil Engineering Infrastructure; 2) have evidence indicating communication and teaching excellence, and 3) must be registered, or be eligible for registration with the Association of Professional Engineers and Geoscientists of Manitoba (APEGM). In addition to these basic requirements, the incumbent will have significant research and practical experience working within Aboriginal communities particularly those located in Canada's North. It is intended that the research and teaching activities of this position will have a positive impact for those living in Canada's North and as such the candidate must: 1) be an established scholar with the potential of becoming a world leader in this research area, 2) have a strong commitment toward interdisciplinary research, the ability to attract excellent graduate students, and the ability to establish a significant externally funded research program, and 3) show a strong commitment to working within northern communities and on behalf of Aboriginal peoples. The Department has 21 faculty members, 15 support staff, and approximately 150 undergraduate students. Over $2,3 million is attracted annually in research funding and more than 100 students are enrolled in postgraduate studies. The Faculty of Engineering is home to the nationally recognized Engineering Access Program (ENGAP), which provides academic, social, and personal supports to Aboriginal students pursuing a degree in engineering. In Manitoba, the Aboriginal population represents 11.7% of the total population and is the youngest and fastest growing demographic. There are 62 First Nation communities in Manitoba as well as a significant Metis population scattered throughout the province. Approximately 10% of the population lives north of the 53rd parallel and in this area Aboriginal people make up the majority (57%) of the population. Winnipeg is the largest city in the Province of Manitoba. The city has a rich cultural environment and offers very affordable housing. The region provides ample opportunities for outdoor recreation in all seasons.


**DALHOUSIE UNIVERSITY**

## Tier II Canada Research Chair in Photonics

The Department of Electrical and Computer Engineering (www.ece.dal.ca) at Dalhousie University (www.dal.ca) invites applications and nominations for a Tier II Canada Research Chair (www.chairs.gc.ca). The successful candidate will be offered a probationary tenure-track appointment at the rank of Assistant Professor.

Candidate must have demonstrated research potential and be acknowledge by peers as having the ability to lead a research team in Photonics. Consideration will be giving to individual with outstanding communication skills and is capable of teaching in English at the undergraduate and graduate levels, supervising graduate students and undertaking an active research program in the area of Photonics and opto-electronics. Interaction with Dalhousie's Institute for Research in Materials www.irm.dal.ca is encouraged. As part of interaction with this group, considerable funds will be available to purchase photonics equipment.

The Electrical & Computer Engineering Department at Dalhousie University houses six active research laboratories; Communications, Microelectronics, NSERC Design Chair, Photonics, RF Wireless and Robotics.

Applicants should submit a letter of application, including curriculum vitae and the names, addresses, telephone numbers and e-mail addresses of at least three referees to:

**Dr. Ezz El-Masry, Head**
**Department of Electrical and Computer Engineering**
**Dalhousie University**
**P.O. Box 1000, Halifax, Nova Scotia**
**Canada, B3J 2X4**

Applicattions will be reviewed beginning **February 1, 2005** and will continue until the position is filled. Please note that the CRC nominations are subject to review and final approval by the CRC Secretariat.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

DALHOUSIE UNIVERSITY
*Inspiring Minds*



**McGill**

## Tenure-Track Positions
### Department of Political Science

**Political Theory**

The Department of Political Science invites applications for a tenure-track position at the rank of Assistant Professor in the field of Political Theory. The area of specialization within Political Theory is open.

**Canadian Politics**

The Department of Political Science invites applications for a tenure-track position at the rank of Assistant Professor in the field of Canadian Politics. The Department is open in terms of candidates' specific areas of expertise.

**International Relations / International Political Economy**

The Department of Political Science invites applications for a tenure-track position at the rank of Assistant Professor in the field of International Relations, with expertise in the area of International Political Economy

**Comparative Politics, Europe**

The Department of Political Science invites applications for a tenure-track position at the rank of Assistant Professor in the field of Comparative Politics, with a regional specialization in Europe.

Each position entails teaching courses, student supervision at the undergraduate and graduate (M.A./PhD) levels, as well as excellence in scholarly research. Applications should include: a curriculum vitae, university transcripts, three letters of reference, and samples of written work. The file should also include materials pertinent to the teaching skills of the applicant. The appointment is expected to begin August 1, 2005. The deadline for applications is **October 1, 2004**. For more information about the Department and University, visit our web site at: www.mcgill.ca/politicalscience.

Please forward application letter and supporting materials to:
**Professor Christopher Manfredi, Chair**
**Department of Political Science**
**McGill University**
**855 Sherbrooke Street West**
**Montreal, Quebec, Canada H3A 2T7**

*McGill University is committed to equity in employment. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.*

**www.mcgill.ca**



University of Ontario
INSTITUTE OF TECHNOLOGY

*At the University of Ontario Institute of Technology, our 21st century vision for education combines the best practice traditions of Canada's established universities with innovation in teaching, learning and research.*

## Associate Professor or Professor – Computer Science
### Tenure-Track or Tenured

Join our Faculty of Science in this senior level opportunity to conduct an active, innovative research program, and teach at the undergraduate and graduate levels. In keeping with our technology-enhanced Mobile Learning environment, in which every student uses a laptop computer and all Science faculty teach using a tablet computer, you will explore and develop new pedagogies, and develop a strong research program within a supportive interdisciplinary atmosphere. A PhD in Computer Science or a related field, a strong academic background, and a record of excellence in research are required. This position is subject to final budgetary approval.

This is an outstanding opportunity to participate in, and further enhance our teaching and research vision. For full details on this position (Competition #U01T04-22) and the application procedures, please visit our website at www.uoit.ca, by November 1, 2004.

The University of Ontario Institute of Technology is an equal opportunity employer and welcomes applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

www.yorku.ca

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

York University's Faculty of Fine Arts ranks among the leading centres for fine arts education in North America. One of Canada's largest and most comprehensive professional training and research institutions for fine arts and design, the Faculty comprises some 2,800 students and 165 faculty working in all areas of fine arts practice and scholarship. In 2005/2006, the Faculty will be expanding into new facilities, featuring a recital hall, a proscenium theatre, a cinema/lecture hall and new studios and offices for the departments of Music and Dance.

The Faculty of Fine Arts invites applications for **full-time** tenure-track positions at the rank of **Assistant Professor** in departments as indicated below.

Applicants are asked to send a letter of application, a current curriculum vitae and requested supporting materials, by the deadline noted for each position, to the appropriate individual, at: **Faculty of Fine Arts, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.** The anticipated starting date for all positions is July 1, 2005. Salary will be commensurate with the qualifications and experience of the candidate.

All positions at York University are subject to budgetary approval. These positions are posted on the York University website **(www.yorku.ca/acadjobs)** and the Faculty of Fine Arts website **(www.finearts.yorku.ca)**.

# Faculty of Fine Arts

## TENURE-TRACK POSITIONS

### DANCE

#### Dance/Dance Studies

A position exists for a versatile and accomplished dance scholar with significant research strength in at least one, and teaching capability in several, of the following areas: dance and technology; dance history; dance criticism; world dance; community dance; documentation and reconstruction; movement analysis; dance film/video; dance science/somatic education; production/design for dance; dance anthropology/ethnology; dance and gender studies; arts management. He/she will be expected to teach in several of these areas. The ideal candidate would be well qualified to teach in both studies and studio areas, to both majors and non-majors, and in both seminar and large lecture situations. He/she will have had some experience teaching at the post-secondary level, and will have experience and an interest in interdisciplinary teaching and research/creation. He/she will be willing to make regular, substantial service contributions to the Department, Faculty and University, a duty expected of all tenure-stream faculty. The position will involve both undergraduate and graduate teaching and research supervision. At the undergraduate level, responsibilities might include both introductory and advanced courses in the areas listed above. The successful applicant may also be requested to design and deliver new courses, and participate in the creation of new certificate/diploma programs. Experience in team teaching would be an asset. The successful applicant will be appointable to the Faculty of Graduate Studies in Dance, and will, preferably, have completed a PhD in Dance or a relevant discipline, and will have at least an MA/MFA and proven experience teaching in a post-secondary setting. He/she will have a record of publications and/or conference presentations, as appropriate for a new Assistant Professor, and will be able to articulate a thoughtful research program. He/she will demonstrate excellence or promise of excellence in teaching and artistic creation/research.

#### Choreography

The Department seeks a recognized artist with demonstrated success in contemporary choreography at the professional level. Substantial experience in performance and/or artistic direction is required; an MFA, PhD or equivalent professional experience would be preferred. Since the program demands faculty versatility, additional expertise in one or more of the following areas as a secondary teaching or research field would also be of interest: dance and technology; dance history; dance criticism; world dance; community dance; documentation and reconstruction; movement analysis; dance film/video; dance science/somatic education; production/design for dance; anthropology. An ideal candidate might have some experience or interest in teaching large, lecture-based courses for majors and non-majors in one of these areas. At the undergraduate level, the position will require the teaching of composition/choreography and modern/contemporary techniques, as well as artistic direction of the York Dance Ensemble, a performing and touring group for talented upper-level students, on a regular basis. Hence, successful experience in teaching at the post-secondary level is required. A history of company or arts management would also be of interest. As the Department is hoping to create an MFA program in contemporary choreography and performance, experience in developing and administering new academic programs would be a valuable qualification. The successful candidate should be appointable to the graduate program in Dance (normally holding an MFA, PhD or equivalent in professional experience, and will have an impressive record of artistic and/or scholarly achievement), and show excellence or promise of excellence in teaching and artistic creation/research.

Letters of applications for both Dance positions, with up-to-date curriculum vitae, a statement of research and teaching interests, names and addresses of three referees, teaching evaluations, and (if applicable) videotapes and reviews of works created should be sent, by November 1, 2004, to: Professor Penelope Reed Doob, Chair, Department of Dance, Faculty of Fine Arts. Fax: 416.736.5743. E-mail: prdoob@yorku.ca

### DESIGN

#### Typography/Graphic Design

The successful applicant will provide teaching and research leadership in typography and in at least two of the following areas: communication design, editorial design, book design, and graphic design (in both digital and traditional formats), as well as being able to teach in at least one design studies area. Specifically, the candidate needs to have a strong sense of typographic history, contemporary applications and new directions in type, font design creation and type in motion, and be well grounded in all relevant application software. The successful candidate will help shape the activities of a Design Research Institute and a Masters of Design Program (proposed for Fall, 2005). Applicants are expected to have the relevant terminal degree and either possess or be willing to seek RGD membership in Ontario. Candidates with strong previous teaching and/or extensive professional experience and a track record in research will be given preference.

A letter of application stating typographic interests in the areas of research, teaching and practice, examples of design and/or research work, examples of former students' work (if available), a curriculum vitae, and a list of five academic and/or professional references whom we may contact with your permission should be sent, by December 10, 2004, to: Design Search Committee, Attn: Barb Batke, Administrative Assistant, Department of Design, 4008 TEL Building. Tel: 416.736.2100, ext. 77434. E-mail: bbatke@yorku.ca. Website: www.design.yorku.ca.

### FILM & VIDEO

#### Production

Responsibilities of the Production position will include the teaching of a full range of undergraduate and graduate courses embracing both the technical and creative aspects of film and video production, with particular specialization in narrative fiction filmmaking. The successful candidate would be a currently active director with a substantial filmography in this area of filmmaking, but also the *flexibility* to teach other specialty or craft courses, for example: writing for the screen, directing actors, cinematography, and digital post-production. A particular responsibility involves the supervision of graduate production theses. The successful candidate will also be expected to contribute to the artistic, creative and scholarly goals of the Department. Additional responsibilities will include serving on Department, Faculty and University committees, administrative assignments and curriculum assessments. Applicants for the position must hold a postgraduate degree or diploma in a relevant discipline or equivalent. Demonstrated excellence, with at least five years' professional experience as a film or video maker, is essential, as is teaching experience in a post-secondary film and video program. Application deadline: November 1, 2004.

#### Historical, Critical and Theoretical Studies

Responsibilities of the Historical, Critical and Theoretical Studies position will include teaching a full range of appropriate undergraduate and graduate courses, supervising graduate thesis work, serving on Department, Faculty and University committees, student advising and curriculum development. Applicants should specialize in film history, informed by classical and contemporary film theory and historiography; we welcome expertise in a wide range of national cinemas. Specialization in silent cinema and/or mid-century 1927-1960s is preferred; other period specializations may be considered.

Applicants should have a PhD in Film Studies or a related discipline and have, or demonstrate the potential for, a distinguished and active program of research and publication, as well as an excellent record of teaching and supervision at both the undergraduate and graduate level. We welcome a working knowledge of both of Canada's official languages, and the ability to participate in cross-disciplinary doctoral work in: philosophy; political science; social and political thought; history; and communications and culture. Application deadline: November 1, 2004.

A letter of application, curriculum vitae, three letters of reference and a brief writing sample should be sent, by the date indicated, to: Barbara Evans, Interim Chair, Department of Film & Video, Room 222, Centre for Film and Theatre. Tel: 416.736.5149. E-mail: bevans@yorku.ca

# CAREERS CARRIÈRES

## THEATRE

### Theatre Studies

This position has undergraduate and graduate teaching responsibilities. Applicants for the position are expected to have a strong capability for, and interest in teaching in at least one of the Theatre Studies area's four large-scale theatre survey courses, which include: theatre history from the beginnings through the renaissance; restoration to pre-modern; modern western theatre, including Canadian, to 1980; and contemporary world, including a focus on Canadian dramatic literature, 1980 to the present. The Department also offers an additional course in aspects of theatre for non-majors. These courses follow the traditional lecture format and emphasize dramatic literature. The successful candidate will also be expected to demonstrate strength in one or more of the following theatre studies topics: theatre in Africa, Asia, Middle East, Latin America; theatre-in-education; applied theatre; puppetry; criticism, dramatic theory, gender studies in theatre and/or queer theatre. Candidates should have a PhD (or close to completion), and be active scholars. While this is an academic appointment in Theatre Studies, applied professional theatre experience would be an asset.

### Acting/Directing

Applicants for the Acting/Directing position should have special strengths and demonstrated ability in actor and director training (scene study, improvisation and script analysis for both actors and directors) at the undergraduate level, from first year to fourth year. The successful candidate will be expected to assume particular responsibility for teaching and administering a sequence of courses in collective or devised theatre creation. The ability to direct a Department production would be an advantage. The successful candidate will have professional credits in Acting and Directing, and extensive teaching experience at the university and/or professional school level. Experience in the development of devised theatre creations would also be an asset. An MFA degree in Theatre is preferred.

A letter of application, up-to-date curriculum vitae, statement of research and teaching interests, teaching evaluations, and the names, addresses, telephone numbers, fax numbers and e-mails of three referees should be sent, by October 15, 2004, to: Professor Robert Fothergill, Search Committee, Theatre Department, 330 CFT. Fax: 416.736.5785. E-mail: robl@yorku.ca

## VISUAL ARTS

### Contemporary Painting/Studies

Applicants should specialize in contemporary painting practices and have knowledge of theoretical issues. The position involves graduate teaching and supervision, as well as undergraduate teaching and research. Applicants should hold an MFA or equivalent professional experience, and be practising artists with an active exhibition record and a strong commitment to graduate supervision, administrative duties and responsibilities, including departmental, Faculty and University committees. Applicants should show excellence or promise of excellence in teaching and creative research and practice.

A letter of application, current, detailed curriculum vitae, slides or suitable documentation of current work, statement of creative interests and teaching philosophy, one or two recent publications/catalogues, the names, e-mails and addresses of three referees, course outlines and teaching evaluations should be sent, by November 15, 2004, to: Brenda Hicks, Secretary, Tenure Stream Search Committee, Department of Visual Arts, Faculty of Fine Arts, Room 232, GCFA. Fax: 416.736.5875. E-mail: bhicks@yorku.ca

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at **www.yorku.ca/acadjobs** or a copy can be obtained by calling the affirmative action office at **416.736.5713.** All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

YORK UNIVERSITÉ UNIVERSITY

redefine THE POSSIBLE.

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McGill

## Director
## McGill Cancer Nutrition-Rehabilitation Program

The Department of Oncology at McGill University is seeking candidates for the position of Director of the Cancer Nutrition-Rehabilitation Program, to join and lead a multidisciplinary team.

The Director will be responsible for the overall organization and structure of the Program and will be expected to conduct his/her own research projects specifically related to understanding and/or treating the nutritional and/or functional symptoms affecting patients suffering from cancer cachexia. Candidates should have an MD, PhD or equivalent degree, with an established academic record and research experience in cancer, nutrition, physical therapy or geriatrics. Demonstrated mentoring and leadership skills are required, particularly in a multidisciplinary context. Further information about the McGill Cancer Nutrition-Rehabilitation Program can be found at www.mcgill.ca/cnr.

Submit applications to:
**Dr. Gerald Batist, Chair**
**Department of Oncology**
**McGill University**
**Gerald Bronfmen Centre for**
**Clinical Research in Oncology**
**546 avenue des Pins ouest**
**Montreal, Quebec, Canada H2W 1S6**

*All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority*

www.mcgill.ca

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## Canada Research Chair in Inorganic Chemistry

The Department of Chemistry at McMaster University invites applications for a tenure-stream faculty position in any area of inorganic chemistry, at any level. The successful candidate will hold a Ph.D. in chemistry, preferably with relevant postdoctoral experience, and will be expected to develop a strong externally funded research program and participate fully in teaching at both the undergraduate and graduate levels. Junior candidates will be considered for nomination for a Tier 2 Canada Research Chair.

The department has superb structural characterization facilities, including magnetic resonance (NMR at 200 through 700 MHz), mass spectrometry and x-ray diffraction, and has just completed a period of active expansion and renovation of both its research and undergraduate teaching facilities.

Applications, including a *curriculum vitae*, research proposal, statement of teaching interests/accomplishments, and letters from three referees should be sent before **September 30, 2004** to:

**Dr. Brian E. McCarry, Chair**
**Department of Chemistry**
**McMaster University, Hamilton, ON**
**Canada L8S 4M1**
Tel. +1 (905) 525-9140 ext. 24504
Fax: +1 (905) 522-2509.

McMaster University

*All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be considered first for this position. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.*

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## President and Vice-Chancellor

### *Concordia University*

Concordia University invites applications for the position of President and Vice-Chancellor. The incumbent acts as chief executive officer of the University and reports to the Board of Governors.

Concordia is seeking an individual with exceptional leadership qualities and compelling communication and interpersonal skills. The ideal candidate will have outstanding scholarly and intellectual credentials, extensive administrative and managerial experience, and a thorough grasp of contemporary issues and challenges specific to post-secondary education.

Concordia is the fastest growing comprehensive university in Quebec. A dynamic, urban university, situated in Montreal, Concordia welcomes over 32,000 students in its undergraduate and graduate programs and more than 8,000 students to its non-credit Continuing Education program. Concordia has over 5,600 faculty and staff. It offers over 250 undergraduate and graduate programs through its four Faculties (Arts and Science, Engineering and Computer Science, Fine Arts and the John Molson School of Business) and its School of Graduate Studies. An extensive hiring plan has attracted hundreds of new, talented faculty to Concordia and many academic units have achieved first class prominence in their respective disciplines.

The university has two campuses, the Sir George Williams Campus in the heart of downtown Montreal, and the picturesque Loyola Campus in the city's residential west end. An aggressive and ambitious building campaign is already evident on both campuses.

Concordia is proud of its tradition of accessibility and concern for the individual. It values inter-disciplinary approaches to learning and is dedicated to offering the best possible scholarship, research and training for the real world. Attracting students with a rich diversity, Concordia welcomes students of all ages and backgrounds.

The appointment begins on June 1, 2005 at the conclusion of the two successful terms of the current President. The initial term is five-years, and is renewable once. In accordance with Canadian immigration requirements, this advertisement is directed in this first instance to Canadian citizens and permanent residents. Candidates, at a minimum, must be willing to develop proficiency in French.

Concordia is committed to hiring excellence and equality of employment for women, Aboriginal people, visible and ethnic minorities and persons with disabilities. Persons from these groups are encouraged to apply.

Nominations and applications, including a complete resume, should be submitted in confidence to the Concordia University Advisory Search Committee for a President and Vice-Chancellor, care of:

Egon Zehnder International Inc.
1 Place Ville Marie
Suite 3310
Montreal, Quebec H3B 3N2
Tel: (514) 876-4249
Fax: (514) 866-0853
E-Mail: ezimontreal@ezi.net

Concordia UNIVERSITY

Real education for the real world

www.concordia.ca

Montreal, Quebec, Canada

# CAREERS CARRIÈRES

## Brock University

### Dean of Education

Brock University invites applications and nominations for the position of Dean of Education.

As a member of the University's senior administrative team, reporting to the Vice President (Academic) and Provost, the Dean of Education will play a significant role in University initiatives and in the promotion of the Faculty. Responsible for the leadership, operation and management of the Faculty of Education, including strategic planning, academic development, curricular planning and budgeting, the ideal candidate is an experienced, effective leader with strong interpersonal skills and the ability to foster excellence in teaching and research. An established scholar with administrative experience at the departmental and/or other senior level university position, you should have experience teaching at both university undergraduate (pre-service) and graduate levels, combined with a strong record of research achievement and demonstrated supervisory experience of graduate students.

The appointment, to be effective July 1, 2005, is for a period of five years and is renewable.

Further information on the particular responsibilities of the Dean of the Faculty of Education can be obtained by contacting Dr. Terry Boak, Vice President (Academic) and Provost (E-mail: tboak@brocku.ca) or from the University web site at www.BrockU.ca/hr.

Consideration of applications and nominations will begin in January 2005. Please include with the application a full curriculum vitae, a statement of interest in the position, a vision for professional and graduate teacher education, and the names and contact information of three referees.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is an equal opportunity employer.

*Located at the centre of Canada's beautiful Niagara Peninsula in Ontario, one hour from Toronto, Brock offers strong undergraduate, graduate and interdisciplinary programs that include co-op and other experiential learning opportunities to a student population of 15,600.*

*Brock celebrates the success of its 47,000 alumni who enjoy the highest employment rate among graduates from Ontario's universities.*

St. Catharines Ontario, Canada L2S 3A1 | www.brocku.ca/hr/careers

## Lakehead UNIVERSITY

### NSERC TIER II CANADA RESEARCH CHAIR

The Canada Research Chairs (CRC) Program was established by the Government of Canada to foster world-class centres of research excellence in the global, knowledge-based economy. Lakehead University is seeking to fill one Natural Sciences and Engineering Research Council of Canada (NSERC) Tier II Chair and invites Canada Research Chair (CRC) applications and nominations within three of our four strategic research areas: 1) Health, Society and Culture (bio-molecular genetics; health and development across the life span); 2) High Technology (Microstructures and Communications Technology; Process Control; and Information Technology); and 3) Resource-Based Competitiveness and the Environment (raw material and value-added processing; sustainable use and management of natural resources). Tier II candidates must be acknowledged by their peers as having the potential to lead their research fields. For additional details regarding the strategic research areas, interested candidates are directed to Lakehead University's CRC Strategic Research Plan at www.lakeheadu.ca/~researchwww/chairs.html.

Lakehead University, a comprehensive institution with about 7,500 students and approximately 260 faculty, is located in Thunder Bay, Ontario on the northwest shore of Lake Superior. The University has doubled research support during the past three years to over $10 million annually in 2003 and is well underway to becoming one of the top 25 research universities in Canada within the next 5-10 years. Lakehead is committed to continuing to foster a research environment by expanding graduate programming and strategically investing in research initiatives that build on existing and developing research strengths in natural resources, engineering, sciences, health sciences, social sciences, humanities and multi-disciplinary studies. A strategic plan has been developed to position Lakehead for future growth and development. For more information about Lakehead University, please visit our web site at www.lakeheadu.ca.

Applications and nominations including a curriculum vitae, five year research plan (relating it to the university strategic research plan), and three (3) confidential letters of recommendation sent under separate cover by the candidate's referees should be forwarded to:

**Dr. Fred Gilbert, President and Acting Vice-President Research**
**Lakehead University, Thunder Bay, Ontario, Canada, P7B 5E1**
**Review of applications will begin on November 15, 2004.**

Please note that all positions are subject to review and final approval by the CRC Secretariat in Ottawa. For additional information on the CRC Program, please visit the program website at: www.chairs.gc.ca.

*Lakehead University is committed to Employment Equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals within visible minorities, Aboriginal persons, and persons with disabilities. The Canada Research Chairs Program imposes no restrictions on nominees with regard to nationality or country of residence. Procedures which allow non-Canadian nominees to work in Canada have been established by Human Resources Development Canada (HRDC) and Citizenship and Immigration Canada (CIC).*

■ **CLASSICAL STUDIES — The University of Western Ontario.** Applications are invited for a probationary (tenure-track) position at the rank of Assistant Professor to begin July 1, 2005. The successful applicant will participate in a programme with a full range of courses in classical civilization and languages, and be expected to have a strong commitment to research and teaching, as well as a solid background in Greek and Latin philology. Although no particular area of expertise is being sought, preference will be given to candidates with a research interest in Greek history. Applicants should have the PhD or be in the final stages of its completion. The closing date for applications is November 30, 2004. A curriculum vitae, letters from three referees (or a dossier from a university placement office), university transcripts, and a sample of scholarly writing should be sent to Professor C. G. Brown, Chair, Department of Classical Studies, The University of Western Ontario, Talbot College, London, Ontario, N6A 3K7. Positions are subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applicants should have excellent written and oral communication skills in English. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

■ **CLASSICAL STUDIES — University of Waterloo.** Applications are invited for a tenure-track position at the Assistant Professor level in Classical Studies, beginning on or after January 1, 2005 (start date is negotiable). The successful candidate will have a PhD in Classical Studies in hand or close to completion, and an ability to teach a variety of courses in classical civilizations and languages, and in particular, art and archaeology. Applicants should also have the ability to apply computer-related technology to teaching and research. Salary is commensurate with qualifications and experience. Consideration of applications will begin September 15, 2004. Please send curriculum vitae and supporting documents (graduate transcripts, course evaluations) and arrange for three letters of reference to be sent to: Dr. L.A. Curchin, Chair, Department of Classical Studies, University of Waterloo, Waterloo, ON N2L 3G1 (email: lcurchin@watarts.uwaterloo.ca). Candidates who applied for a position in this department in the fall of 2003 may request that their file be reactivated. For more information on the department, please visit our website at http://classics.uwaterloo.ca. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **CLASSICS — University of Toronto.** The Department of Classics at the University of Toronto is seeking applicants for a tenure-stream position in Greek history at the rank of assistant or associate professor. The successful applicant will have demonstrated excellence in research and teaching, and will be expected to contribute to a growing and research-intensive doctoral programme and to a thriving undergraduate programme in Greek, Latin, and Classical Civilization; an ability to teach Greek prose authors at all levels is required. The department is particularly interested in candidates who combine a thorough training in Classics with an interest in other humanities disciplines. The appointment will begin 1 July 2005; an appropriate doctoral degree must have been earned by that date. Salary will be commensurate with qualifications and experience. Applications should include: a curriculum vitae, a sample of academic writing, evidence of excellence in teaching, and a short description of the applicant's current research plans. Applicants should also arrange to have three letters of recommendation sent to: Greek History Search Committee, Dept. of Classics, University of Toronto, 97 St. George Street, Toronto, Ontario, Canada M5S 2E8. To ensure full consideration, the application should be received by November 1, 2004. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Any enquiries about the application should be sent to chair.classics@utoronto.ca.

■ **CLASSICS & ANCIENT HISTORY — University of New Brunswick.** The Department of Classics & Ancient History at the University of New Brunswick (Fredericton Campus) invites applications for a tenure-track position in Classical Archaeology at the Assistant Professor level effective July 1, 2005. The successful candidate: shall have completed the PhD (or be near completion) with a strong background and continuing research interest in the archaeology of the Graeco-Roman World; shall be prepared to teach undergraduate courses in Greek and/or Latin; shall demonstrate an ability to lecture to large classes in Greek and Roman civilization; shall be responsible for developing a selection of undergraduate courses in Greek and Roman archaeology; will be asked to collaborate with archaeologists in other departments with a view to establishing a Minoi programme in Archaeology; shall be participating actively in ongoing excavation work in classical lands. The University of New Brunswick is located in Fredericton, the capital city of New Brunswick, situated on the beautiful St. John River. UNB has a rich history and a legacy of excellence and makes a significant difference to the economic, social and cultural development in New Brunswick and around the world (www.unb.ca). Curriculum vitae, including three references, a teaching dossier (if available), should be sent by 1 December 2004 to: Michael J. Mills, Chair, Department of Classics & Ancient History, University of New Brunswick, Box 4400, Fredericton, N.B. Canada, E3B 5A3; Fax: (506) 447-3072. E-mail: mjm@unb.ca. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **CLASSICS & CLASSICAL STUDIES — The University of British Columbia.** The Department of Classical, Near Eastern and Religious Studies at the University of British Columbia invites applications for a tenure-track position in Classics and Classical Studies at the level of Instructor I beginning July 1, 2005 subject to budgetary approval. The successful candidate will be expected to teach a wide range of Classics and Classical Studies courses at the undergraduate level, including Classical archaeology and women in antiquity. Experience in teaching the roots of medical terminology is essential. This position is primarily a teaching position and will require a dedication to teaching with a commensurate teaching load. The successful candidate will also be expected to show potential for scholarship in pedagogy. Applicants should have completed the PhD. Considerable teaching experience at the post-secondary level is expected. The minimum salary for an Instructor I is $48,000 (to be negotiated depending on qualifications and experience). With their letter of application applicants should send a current c.v. and arrange for three letters of reference, and teaching evaluations if available, to be forwarded to Professor Shirley Sullivan, Chair of the Search Committee, Dept. of Classical, Near Eastern and Religious Studies, University of British Columbia, 1866 Main Mall, Vancouver, B.C., V6T 1Z1, Canada, no later than October 1, 2004. Interested applicants may also visit our Website at http://www.cnrs.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applicants may elect to identify their citizenship and immigration status.

■ **CLINICAL PSYCHOLOGY — Dalhousie University.** The Department of Psychology at Dalhousie University invites applications to a tenure-track appointment at the Assistant Professor level in adult psychopathology (broadly defined) in our CPA and APA accredited Clinical Psychology Program. Candidates should have a PhD in psychology, preferably with accredited internship experience, and be eligible for registration as a psychologist in Nova Scotia. The successful applicant will have shown a dedication to scholarship, a demonstrated ability to build and maintain a high-quality research program, and an ability to contribute to the training of students in our clinical psychology program. The specific area of research in adult psychopathology is of less concern than the excellence of the research and its fit with the department's existing strengths. Current strengths in the department include clinical psychology (including health, forensic, and neuropsychology), developmental psychology, cognitive neuroscience, and behavioural neuroscience. Current faculty members in the clinical program are conducting exciting research in various areas of psychopathology, including depression, pain, anxiety, autism, substance abuse, PTSD, impulse control disorders, ADHD, conduct disorder, sleep disorders, and psychopathy. Further information about the research activities and courses offered in our department can be found on our website: www.dal.ca/psychology. Applications should be submitted by November 1, 2004 to Dr. Jeannette McGlone, Department of Psychology, Dalhousie University, Halifax, Nova Scotia B3H 4J1, FAX: 902-494-6585; e-mail: jeannette.mcglone@dal.ca. Applications should consist of a letter of intent, a curriculum vitae, copies of publications, a statement of teaching and research interests and three letters of reference. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **CLINICAL PSYCHOLOGY/DIRECTOR OF IN-HOUSE CLINIC — Queen's University.** Department of Psychology. Subject to budgetary approval, a tenure track position in Clinical Psychology is available starting 1 July 2005, or as soon as possible thereafter. Applications will be accepted until 31 October 2004, or until the position is filled. For information see our website at http://psyc.psyc.queensu.ca. The program in Clinical Psychology is strongly committed to the scientist practitioner model, and is awaiting final approval for the establishment of an In-House Psychology Clinic. Applicants to this position will be responsible for coordination of clinic activities, supervision of practicum students as well as teaching in the graduate program and conducting research. Preference will be given to candidates with clinical expertise, teaching experience and research interests in Health Psychology, Mood/Anxiety Disorders or Developmental or Behavioural Disorders in children and adolescents. The area of specific research interest should expand and complement one or more existing strengths relevant to the Clinical Programme. These include developmental and health psychology, adult and adolescent psychopathology, assessment, and neurobiological mechanisms of behaviour relevant to psychological disorders. Decisions will be made on the basis of demonstrated research and teaching excellence, complementarity of research interests with existing departmental strengths, potential for collegial service and ability to successfully coordinate the In-House Psychology Clinic. The successful candidate must hold a PhD in Psychology and be registered or eligible for registration as a Psychologist in Ontario. Salary will be commensurate with qualifications and experience. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at http://www.queensu.ca/qufa. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University invites applications from all qualified individuals. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. Please send a letter of application, a curriculum vitae, copies of recent publications, and letters from three referees to Dr. V. L. Quinsey, Head, Department of Psychology, Queen's University, Kingston, Ontario K7L 3N6. Tel (613) 533 2492; fax (613) 533 2499.

■ **COGNITIVE SCIENCE — Simon Fraser University.** The Cognitive Science Program at Simon Fraser University in Greater Vancouver invites applications for a tenure-track position at the Assistant Professor level. A PhD in Cognitive Science, or in Computing Science, Linguistics, Philosophy, Psychology or related area is required, with a strong commitment to excellence in research and teaching. Area of specialization must be such that Linguistics, Philosophy or Psychology fit as the home department. Preference will be given to candidates in interdisciplinary areas. However, the overall innovation and promise of the candidate's work will be considered as important as any specific area. Simon Fraser University (www.sfu.ca) is consistently one of the top-ranked universities in Canada, and is in an exciting phase of rapid growth and expansion. The Cognitive Science Program (www.sfu.ca/cognitive-science) currently has over 50 undergraduate majors, and is poised for growth with the recent hiring of a Canada Research Chair. The Cognitive Science Program is administered jointly by an interdisciplinary Steering Committee, with its home in the Faculty of Arts and Social Sciences. Simon Fraser University is situated on Burnaby Mountain in Greater Vancouver. Vancouver thrives as a scenic waterfront city located just minutes away from the mountains and a wide range of outdoor activities. Vancouver's cultural and intellectual pursuits, leisure opportunities, favorable climate, and clean and safe environment are consistently cited as quality of life factors that make it one of the most desirable places in the world to live and work. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applications will be accepted until November 30, 2004. All positions are subject to budgetary approval. To apply, send a curriculum vitae and evidence of research productivity, and arrange for three letters of reference to be sent to: Faculty Search, Cognitive Science Program, c/o Philosophy Department, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6, info-cogsci@sfu.ca.

■ **COMMUNICATION STUDIES — University of Waterloo.** Assistant/Associate Professor. The University of Waterloo invites applications for a tenure-track position in the Department of Drama and Speech Communication beginning January 1, 2005 in Speech Communication. Primary area: Organizational Communication. Secondary areas: Interpersonal Communication, Small Group Communication, Interviewing or Leadership. The successful candidate must have a PhD. Salary range commensurate with qualifications and experience. Applicants holding the rank of Associate must have a solid grant record. For a full description of position visit www.speechcommunication.uwaterloo.ca. Send letters of application and three letters of reference to William Chesney, Chair, Department of Drama and Speech Communication, University of Waterloo, Waterloo, Ontario N2L 3G1. Deadline for applications: September 30, 2004. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **COMMUNICATION STUDIES — Wilfrid Laurier University.** The Department of Communication Studies invites applications for two positions, at least one of which will be tenure-track, at the rank of Assistant Professor beginning July 1, 2005. Both positions are subject to budgetary approval. Duties will include undergraduate teaching, research and contributing to the development of a graduate program. Applicants should have demonstrated a strong research commitment in one or more of the following areas in communication studies: (a) rhetorical and/or discourse analysis; (b) global media cultures; and (c) history and theory of communications. Ability and willingness to develop and teach courses in health and/or risk communications would be an asset. Applicants must have a completed PhD in Communication Studies or a cognate discipline, teaching experience and an established research record. In their cover letter, applicants should specify the area(s) to which they are applying as well as submit a curriculum vitae, a sample publication, a teaching dossier, and arrange for three letters of reference to be sent by October 22, 2004 to: Chair, Department of Communication Studies, Wilfrid Laurier University, 75 University Avenue, West, Waterloo, Ontario N2L 3C5. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

■ **COMPUTER SCIENCE — University of Waterloo.** The School of Computer Science at the University of Waterloo invites applications for a tenure stream position in scientific computation. The successful applicant will be expected to participate in the Computational Mathematics program, which is an interdisciplinary program in the Faculty of Mathematics (http://www.math.uwaterloo.ca/navigation/Current/CompMath/) and to work with the scientific computation research group (http://www.scicom.uwaterloo.ca). Preference is to appoint at the junior level, but exceptionally well-qualified applicants will also be considered for appointment at more senior levels. The research program of the scientific computation group is currently focused on software for PDE-based modeling, medical image processing, and numerical linear algebra. Members of the group have carried out extensive research collaborations in the areas of computational finance, physically based animation, groundwater pollution remediation, and magnetic resonance imaging. The School of Computer Science is a large, diverse academic unit in the Faculty of Mathematics. http://www.math.uwaterloo.ca/CS_Dept). Its undergraduate and graduate programs are highly regarded, and its researchers receive funding from federal and provincial agencies, as well from private industry. A PhD in Computer Science or equivalent is required, with evidence of excellence

# CAREERS CARRIÈRES

in teaching and research. The successful applicant is expected to have a strong background in computational techniques and have a significant interest in an applications area. He or she is expected to develop and maintain a productive program of research, to attract and develop highly qualified graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the School. Applications should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to: J.W. W. Wong, Director, School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, cs-chair@cs.uwaterloo.ca. To expedite the handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The start date of the position is negotiable. Applications will be considered as soon as they are complete and as long as the position remains available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COMPUTER SCIENCE — University of Waterloo.** The University of Waterloo invites applications for a three year definite term faculty position in the School of Computer Science in the area of Algorithms Engineering. Of particular interest is algorithms design, focusing on succinct data structures, taking advantage of distribution of data and queries, with application to text databases. Candidates at all levels of experience are encouraged to apply. The successful applicant is expected to develop and maintain a productive program of research, to attract and develop highly qualified graduate students and provide a stimulating learning environment for undergraduate and graduate students. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience. The appointment is expected to commence on January 1, 2005. With over 60 faculty members, the University of Waterloo's School of Computer Science is one of the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies such as Watcom (now iAnywhere Solutions Inc.), Waterloo Maple Inc. and Open Text Corp. For more information on the School of Computer Science, please see our web page at http://www.cs.uwaterloo.ca. Applications should be sent by electronic mail to cs-chair@cs.uwaterloo.ca, or by post to Chair, Advisory Committee on Appointments, School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete. Deadline for applications will be September 30, 2004. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **CRIMINOLOGY — Simon Fraser University.** The School of Criminology is inviting applications for one tenure-track position at the Assistant Professor level, starting September 1, 2005. The School has a well-established undergraduate programme with over 700 majors and minors in Criminology. It also offers graduate programmes leading to the degrees of M.A. and PhD; there are some 70 students enrolled in such programmes. There are exceptional research opportunities which include access to Simon Fraser University's Criminology Research Centre, Institute for Studies in Criminal Justice Policy, Crime Prevention Analysis Laboratory, Feminist Institute for Studies on Law and Society, the International Centre for Criminal Law Reform and Criminal Justice Policy, the Mental Health, Law and Policy Institute and the Centre for Restorative Justice. The teaching faculty is multi-disciplinary and, at present, consists of 25 members. Qualifications: A PhD completed by September 1st, 2005 is required. Applicants must specialize in the areas of criminal justice policy and/or criminological research methods. Duties: To undertake research, and to conduct teaching at the undergraduate and graduate levels in the School of Criminology in criminal justice policy and/or criminological research methods. The applicant must be prepared to teach other courses to be determined upon Arrival. Note: Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This is an entry-level position (Assistant Professor). Only those holding or those eligible to be promoted to the rank will be considered. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Position subject to final budgetary approval. Date: The successful candidate will start on September 1, 2005. Salary: Dependent upon qualifications and experience. The successful candidate will be hired at the rank of Assistant Professor. Applications: Applications will be accepted until October 15, 2004. Applications will be treated in confidence and should be sent with a curriculum vitae, a sample publication, and the names and addresses of at least three referees to the Director of the School of Criminology at the address below. Please note that e-mail applications and attachments will not be accepted. Professor Robert M. Gordon, Director, School of Criminology, Simon Fraser University, Burnaby, BC V5A 1S6. Tel: (604) 291-4305; Fax: (604) 291-4140.

## D

■ **DEVELOPMENTAL PSYCHOLOGY — Queen's University.** Department of Psychology. Two tenure-track positions at the Assistant Professor level are available starting 1 July 2005, or as soon as possible thereafter, in Developmental Psychology. Applications will be accepted until 31 October 2004, or until the positions are filled. For information see our website at http://pavlov.psyc.queensu.ca. Applications are invited for faculty positions in child or adolescent development. Within these areas, we will consider candidates with research specializations in any domain of child development (e.g., social, cognitive, perceptual, etc). The successful candidates must hold a PhD in psychology and be able to teach developmental psychology at the undergraduate and graduate levels, supervise undergraduate and graduate students, and present a research program with the potential to link with other strengths within the area, including language, cognitive, and social development, applied developmental science, and developmental cognitive neuroscience. For one position, preference will be given to researchers specializing in social development. Decisions will be made on the basis of demonstrated research and teaching excellence, complementarity of research interests with existing strengths, and potential for collegial service. Salary will be commensurate with qualifications and experience. Queen's academic staff are governed by a collective agreement, the details of which are posted at http://www.queensu.ca/qufa. Queen's University is strongly committed to the expansion of the graduate program in Developmental Psychology. To that end, the University has assigned one Canada Research Tier I Chair to Developmental Psychology in addition to these two regular tenure-track appointments. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at http://www.queensu.ca/qufa. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University invites applications from all qualified individuals. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. Please send a letter of application, a curriculum vitae, copies of recent publications, and letters from three referees to Dr. V. L. Quinsey, Head, Department of Psychology, Queen's University, Kingston, Ontario K7L 3N6. Tel (613) 533-2492; fax (613) 533-2499.

■ **DISASTER STUDIES — Brandon University.** Brandon University invites applications for a tenure-track faculty position in the Applied Disaster and Emergency Studies (A-DES) program, beginning January 2005 (or a later date should the successful applicant not be available). The A-DES Department offers four-year Baccalaureate degrees (B.A. and B.Sc.) in Applied Disaster and Emergency Studies with concentrations in either Planning and Management or Disaster Science. The successful candidate should have practical or applied experience related to disasters and emergencies and an understanding of the challenges posed by interdisciplinary approaches to risks, hazards, disasters, and the emergencies that arise from such phenomena. In addition, the successful candidate should have a proven record of teaching, planning, research and scholarship. Required credentials include a) minimum of a Masters (PhD or equivalent preferred) in any of the following fields: Management, Planning, Geography, Psychology, Public Administration, Sociology, or in a relevant discipline or interdisciplinary area, b) experience in dealing with all-hazard issues and specialized experience or knowledge in disaster management in Canada, c) work experience in a disaster management area either in the private or public sector, and d) the experience or knowledge to effectively link university-based activities with public and private agencies and institutions. The successful candidate will be expected to teach courses in organizational response and emergency laws and regulations, as well as courses in his or her area of expertise. Applications are due by October 12, 2004 or until the position is filled. Salary and rank will be commensurate with qualifications and experience. Please send a letter of application, curriculum vitae, transcripts and the names and e-mail addresses of three referees to: Dr. Janet Wright, Dean of Science, Brandon University, Brandon, MB R7A 6A9. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

## E

■ **EARTH SCIENCES — Brock University.** The Department of Earth Sciences at Brock University is seeking to fill a tenure-track appointment at the Assistant Professor level in a field of applied geosciences that complements and enhances the current departmental expertise. Exceptional candidates will be considered at the Associate Professor level. The successful candidate will be expected to contribute to an existing broad based undergraduate program. The candidate will also be expected to maintain a productive, externally funded research program and to attract and supervise graduate students. The department current research strengths are broadly based in Quaternary environments. Further information about the Department of Earth Sciences can be found at: http://www.brocku.ca/earthsciences. Please submit CV to: Department of Earth Sciences, Brock University, St. Catharines, ON L2S 3A1. The review of submissions will begin December 2004 but applications will be considered until the position is filled. The preferred start date for the position is July 1, 2005. This position is subject to final budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a Positive Action Policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. More information on Brock University can be found on the University's website www.BrockU.ca.

■ **ECONOMIC SOCIOLOGY — The University of British Columbia.** The Department of Anthropology and Sociology invites applications for an Assistant Professor of Sociology (tenure track) with special expertise in Economic Sociology, effective July 1, 2005. The position is subject to final budgetary approval. The minimum salary for an Assistant Professor is $65,000 (to be negotiated commensurate with qualifications and experience). A PhD as well as evidence of a significant research record and of a commitment to excellence in teaching are required. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Inquiries and applications, including three letters of reference (sent under separate cover), curriculum vitae, a sample of written work, and a summary of current and future research and teaching interests, must be received by October 29, 2004 to Dr. David Pokotylo, Head, Department of Anthropology and Sociology, The University of British Columbia, 6303 N.W. Marine Drive, Vancouver, B.C. Canada V6T 1Z1.

■ **ECONOMICS — Memorial University of Newfoundland.** The Department of Economics seeks applications for one tenure-track position. The Department is particularly interested in candidates with a specialization in Environmental Economics, and who can also teach Macroeconomics at the intermediate level at least. Please see the Faculty of Arts display advertisement elsewhere in these pages for further details.

■ **ECONOMICS — Carleton University.** Applications are invited for two tenure-track appointments, subject to budgetary approval, to commence on July 1 2005, in the 2005-2006 academic year. The ranks of these positions will be dependent upon the qualifications of the successful candidates. The positions require a completed PhD (or expected in 2005), evidence of high-quality research and good teaching potential. The Department is especially interested in candidates in Econometrics, and International Macroeconomics and Monetary Economics. Applications should include the candidate's Curriculum Vitae and samples of research. Applicants should also request that three letters of reference be sent directly to the Chair of the Appointments Committee. The applications should be submitted by regular mail and not by electronic mail. The competition will remain open until November 30 2004, or until the positions have been filled. We will arrange interviews at the Canadian Economics Employment Exchange Meetings in Toronto in December 2004, or at the American Economics Association Meetings in January 2005. Please send applications to Chair, Appointments Committee, Department of Economics, Carleton University, 1125 Colonel By Drive, Ottawa, Canada, K1S 5B6. All qualified candidates are encouraged to apply. The applications of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **ECONOMICS — Dalhousie University.** Applications are invited for a probationary, tenure-track position at the Assistant Professor level in the Department of Economics, Dalhousie University, commencing July 1, 2005. The position will require teaching and supervision at the undergraduate and graduate levels. Outstanding candidates in any field of Economics will be considered but first preference will be given to those with a specialization in Development Economics. Candidates should have a completed, or almost completed, PhD and have a strong commitment to teaching and research. Candidates should write to the Chair, Selection Committee, Department of Economics, Dalhousie University, Halifax, N.S., B3H 3J5, enclosing a full curriculum vitae, sample research papers, and teaching evaluations, if any. Please have three referees send letters of evaluation. The closing date for applications is November 30, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **ECONOMICS — University of Victoria.** The Department of Economics at the University of Victoria invites applications for one regular full time position, at the Assistant Professor entry-level, starting July 1st, 2005. The Department will consider strong applicants with an empirical research interest in any one of the following fields: Econometrics, Macroeconomics, Labour, Industrial Organization, or Trade/Economic Development. Applicants should be able to teach in our undergraduate econometrics program, should have the PhD in hand or be close to completion, and must show promise of excellence in research and teaching. The Department recently implemented a PhD Program and is interested in individuals capable of making significant contribution to the Department's research capacity. Candidates are expected to be able to provide PhD level instruction in a core area, as well as in their area of specialization. Information about the Department is available on its Webpage at http://web.uvic.ca/econ. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. All qualified candidates, and especially women, are encouraged to apply; however, Canadians and permanent residents will be given priority. Please send applications, including curriculum vitae and the names of three referees, to: Chair, Search Committee, Department of Economics, University of Victoria, P.O. Box 1700 STN CSC, Victoria, BC V8W 2Y2 Canada. Applicants are requested to arrange for at least three letters of reference to be sent directly by the referees to the Chair of the Search committee. Applications should be submitted as soon as possible. The deadline for the receipt of applications and letters of reference is November 15th, 2004.


## Queen's National Scholars
School of Physical & Health Education

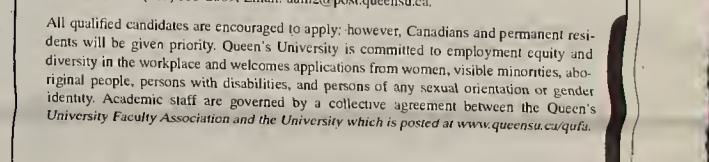
Queen's University

The School of Physical and Health Education at Queen's University, Kingston invites applications for a possible tenure-track position in the broadly defined areas of health promotion and disease prevention. Applicants will be considered for nomination in the Queen's National Scholars programme. Applicants must have completed a Ph.D. and show evidence both of outstanding achievement in research and scholarship and of achieved or potential excellence in teaching. The aim of the QNS appointments is to enrich teaching and research in newly developing fields of knowledge as well as traditional disciplines. In 2004/05 four awards will be available across the university in the Social Sciences, Humanities and in Health (as defined in the CIHR model). Given that the preceding qualifications are met, priority will be given to the objective of increasing the representation of women and designated minority groups on faculty. Preference will be given to scholars at the early or mid-career stage (normally at the rank of Assistant or Associate Professor). For further information potential applicants are referred to the general advertisements for the Queen's National Scholars programme or to the website http://www.queensu.ca/principal/specialp.html.

The School of Physical and Health Education is a dynamic inter-disciplinary unit offering undergraduate courses in the physical, behavioural and social sciences, as well as MA, MSC, and Ph.D. programs in the social, behavioural and applied exercise sciences. Details on the School of PHE can be found at http://www.phe.queensu.ca. The School is seeking an innovative researcher and committed teacher who will contribute to the mission of examining the role of physical activity as a mediator in the determination of health and productivity individually or in society. The successful candidate would teach in the undergraduate Health program and the graduate program offered by the School.

Applications will be accepted until *October 15, 2004* for decisions on the QNS appointments in January 2005. Applicants should submit a letter of application that includes a description of their research direction and teaching philosophy; a curriculum vitae including scholarly productivity and external funding as well as evidence of undergraduate teaching experience. Applicants should also arrange to have letters of reference from three reviewers supporting both teaching and research potential sent to: *Dr. Janice Deakin, Director, School of Physical and Health Education, Queen's University, Kingston Ontario Canada K7L 3N6.* Tel (613)-533-6601; Fax: (613) 533-2009; Email: aam2@post.queensu.ca.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. Academic staff are governed by a collective agreement between the Queen's *University Faculty Association and the University which is posted at www.queensu.ca/qufa.*



QUEEN'S UNIVERSITY, KINGSTON, ONTARIO

www.queensu.ca

## McGill

### Assistant Professor in Behavioral Neuroscience

The Department of Psychology at McGill University seeks applicants for a tenure-track position at the Assistant Professor level in Behavioral Neuroscience.

Our current strengths within this broad domain are in the areas of vision, learning and memory, the psychopharmacology of reward and reinforcement, and the biological basis of pain. Applications in any area of Behavioral Neuroscience are welcome, but candidates with an interest in electrophysiological approaches are particularly encouraged to apply.

The Department has excellent facilities for interdisciplinary research through its links with related academic departments and research units in the McGill University Health Centre including the Montreal Neurological Institute.

Consideration of applications will begin **October 15, 2004** and continue till an appointment is made. Applicants should present evidence of the ability to establish a record of significant, externally funded research productivity. All applicants are expected to have an aptitude for undergraduate and graduate teaching.

Applicants should arrange for three confidential letters of recommendation to be sent to the address below. A curriculum vitae, description of current and proposed areas of research, selected reprints of published or in press research articles, a description of areas of teaching competency, interest, and approaches, and other relevant material, should also be sent to

**Chair, Behavioral Neuroscience Search Committee**
**Department of Psychology**
**McGill University**
**1205 Dr. Penfield Avenue**
**Montreal, Quebec, Canada H3A 1B1**

*All qualified candidates are encouraged to apply however Canadians and permanent residents will be given priority. McGill University is committed to equity in employment*

www.mcgill.ca

# CAREERS CARRIÈRES

■ **ECONOMICS — Simon Fraser University.** The Department of Economics at Simon Fraser University seeks to fill one tenure track position at the assistant professor level, effective September 1, 2005, subject to budgetary authorization and approval by the Board of Governors. Strong candidates in every field will be given serious consideration. Excellence in research and teaching are the primary criteria for these positions. Applicants will be expected to teach at both the graduate and undergraduate levels. Candidates should have a PhD completed or near completion. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Send a letter of application, with an indication of Canadian citizenship or permanent residence if appropriate, and curriculum vitae by November 12, 2004 to: Gregory K. Dow, Chair, Department of Economics, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, V5A 1S6, Canada. Applicants should arrange for three letters of reference to be sent directly to the same address.

■ **ECONOMICS — Simon Fraser University.** The Department of Economics at Simon Fraser University seeks to fill one position in econometrics at the associate level, effective September 1, 2005, subject to budgetary authorization and approval by the Board of Governors. Excellence in research and teaching are the primary criteria for this position. A strong publication record is essential. Applicants must be well qualified to teach econometric theory at the PhD level, although teaching at all levels is expected. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Send a letter of application, with an indication of Canadian citizenship or permanent residence if appropriate, and curriculum vitae by November 12, 2004 to: Gregory K. Dow, Chair, Department of Economics, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, V5A 1S6, Canada. Applicants should arrange for three letters of reference to be sent directly to the same address.

■ **ECONOMICS — McGill University.** The Department of Economics, McGill University invites applications to fill 3 tenure-track positions. We are primarily interested in the following fields: Public Economics, Environmental Economics, Microeconomic Theory. The rank at which each appointment would be made is open, although preference is given to excellent entry-level candidates. Entry level, Assistant Professor applicants must have completed a doctorate (or expect to do so by May, 2005), and must show potential for excellence in research and teaching. Applicants at the Associate or Full Professor level are expected to have established records of success in research and teaching. Please send letters of application, indicating the position(s) for which application is (are) made, curriculum vitae, and three confidential letters of reference to Professor Chris Green, Chair, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7. The closing date for applications is November 20, 2004. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Because McGill is an English-language university located in the francophone milieu of Montreal, Quebec, knowledge of French would be an asset. McGill University is committed to equity in employment.

■ **ECONOMICS — University of Windsor.** The University of Windsor invites nominations and applications for the position of Head, Department of Economics commencing July 1, 2005. The successful candidate will be appointed to a tenured faculty position. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Richard Caron, Dean, Chair, Economics Head Search Committee, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2368; Fax: 519.973.7096; Email: econhead@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **ECONOMICS — Saint Mary's University.** The Department of Economics in the Sobey School of Business, Saint Mary's University invites applications for a tenure track position at the Assistant/Associate Professor rank. The Appointment will commence January 1 or July 1, 2005. Applicants for the position should have a PhD and a strong interest in teaching and should be actively pursuing research. Previous teaching experience is desirable. Fields of special interest are Human Resources, Development and International Economics. Saint Mary's is a public university with approximately 8,500 students, offering a variety of undergraduate and graduate degrees, including a PhD in Management. The Sobey School of Business, accredited by AACSB, is housed in a facility fully compatible with the latest advances in information technology. With 70 full time faculty and an enrollment of approximately 2,500 full and part-time students pursuing B.Comm, MBA, EMBA, and PhD degrees, it is the largest business programme in Atlantic Canada. In addition to being nationally known for its excellence in undergraduate teaching, the Faculty has also established an outstanding research record and a reputation for its international outreach. The Department of Economics has a full-time teaching complement of twelve, supported by approximately ten part-time instructors per semester. A wide range of courses are offered at both the undergraduate and graduate level. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Saint Mary's University is committed to the principles of employment equity. Applicants are requested to forward a letter of application and curriculum vitae, including the names and contact information of three referees, to: Dr. S. AmirKhalkhali, Chairperson, Department of Economics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Canada. The closing date for applications is October 31, 2004, or when the position is filled.

■ **ÉCONOMIE & COMMERCE — Université York.** Le Département de science économique du Collège universitaire Glendon, faculté bilingue d'arts libéraux de l'Université York, sollicite des candidatures pour un poste menant à la permanence, au rang de professeur(e) adjoint(e) dans le programme d'Économie et Commerce. La création de ce poste est liée à l'autorisation budgétaire de l'Université. Les candidat(e)s doivent être bilingues, français-anglais, détenir un doctorat en science économique, affaires internationales, ou économie internationale et finance, et avoir une spécialisation en affaires internationales. Le/la candidat(e) doit pouvoir faire de la recherche et enseigner dans le programme d'Économie et Commerce en français et en anglais. Les fonctions comprennent l'enseignement au niveau du 1er cycle, et éventuellement au niveau des 2e et 3e cycles, ainsi que la recherche et les tâches administratives. On donnera la préférence aux candidat(e)s qui ont de l'expérience dans l'enseignement, qui disposent d'un dossier solide en recherche et publications indiquant une connaissance des études en français et en anglais, et qui ont les compétences nécessaires pour contribuer activement au programme d'études supérieures de York. Prière de faire parvenir une lettre de candidature accompagnée du curriculum vitae à Monsieur O.F. Hemouda, directeur, Département de science économique, Collège universitaire Glendon, Université York, 2275 avenue Bayview, Toronto (Ontario) M4N 3M6. Date d'entrée en fonction: le 1er juillet 2005. Les candidat(e)s doivent prendre des dispositions pour faire envoyer directement trois lettres de recommandation au directeur du département. L'une de ces recommandations au moins doit porter sur l'enseignement. Date limite de candidature: le 1er décembre 2004. L'Université York est un employeur qui a adopté un programme d'action positive. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site WEB de l'Université York à l'adresse www.yorku.ca/acadjobs ou demander un exemplaire du programme auprès du bureau du programme d'action positive au numéro 416-736-5713. Toutes les personnes qualifiées sont encouragées à poser leur candidature; toutefois, priorité sera donnée aux personnes de nationalité canadienne ou détenant le statut de résident permanent.

■ **EDUCATION — University of Windsor.** The University of Windsor, Faculty of Education, invites applications for several tenure-track positions at the rank of Assistant Professor commencing July 1, 2005. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, Ontario N9B 3P4; Tel: 519.253.3000 Ext. 3801; Fax: 519.971.3612; Email: progers@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **EDUCATION — Simon Fraser University.** Post-doctoral fellowship (one-year, renewable, at approx. $35,000 p.a.) working with the Imaginative Education Research Group (IERG) in the Faculty of Education, Simon Fraser University. The IERG is currently involved in a large multi-year SSHRC-funded research project in B.C. school districts, in the development of innovative M.Ed. programs, and in a variety of projects with an international focus, including a series of books and a large annual conference; for further background, see www.ierg.net. We are looking for a candidate with excellent interpersonal and project management skills and a strong theoretical background, who can work closely with graduate and undergraduate research assistants, teachers, and faculty members. Some familiarity with the work of Dr. Kieran Egan is essential; experience in working in or with public schools is desirable, as is a proven and verifiable ability to produce to deadlines. Please send applications to IERG, Faculty of Education, Simon Fraser University, Burnaby, B.C. Canada V5A 1S6.

■ **EDUCATION — University of Manitoba.** The Department of Curriculum, Teaching and Learning invites applications for one full-time tenure track position (Position # AKA 066) in the area of reading literacy education. The position is subject to final budgetary approval, at the Assistant Professor level, effective July 1, 2005. The successful candidate will have completed a doctorate in a field of study compatible with the advertised position. Candidates with unfinished doctorates will be considered only upon submission of evidence that degree requirements will be fulfilled prior to the date of appointment. The candidate must have successful related teaching experience, and demonstrated potential for research and publication. The candidate will be expected to teach reading courses and literacy education courses. The capacity to teach children's and/or adolescent literature would be an asset. Salary is dependent on qualifications and experience. Responsibilities will include a combination of: 1) teaching undergraduate and graduate courses; 2) supervising undergraduate practica, advising graduate students, and serving on graduate student committees; 3) working collaboratively as a member of a program team; 4) conducting and publishing research; and 5) participating in the faculty's service activities, including involvement within the university and larger community (e.g., school systems, provincial department of education, and professional language arts education organizations). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Further information concerning the department, university or city can be obtained by visiting the following websites: www.umanitoba.ca or www.city.winnipeg.mb.ca/city. Letters of application, complete with curriculum vitae, transcripts, and the names of three referees should be forwarded to: Dr. David Jenkinson, Acting Head, Department of Curriculum, Teaching and Learning, Room 233 Faculty of Education, University of Manitoba, Winnipeg, MB R3T 2N2; Telephone: (204) 474-9014; FAX: (204) 474-7550; Email: jenkinso@ms.umanitoba.ca. The closing date for applications is November 15, 2004. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Victoria.** The Department of Electrical and Computer Engineering at the University of Victoria is undergoing a major expansion and is seeking applications from outstanding candidates to fill regular tenure track positions at the Assistant or Associate Professor levels. One or more positions will be in the area of software engineering. Another position will be in electromagnetics, communications or oceanic engineering. Duties will include teaching at the undergraduate and graduate levels, graduate student supervision, and research. A PhD or equivalent qualification is required. Professional Engineering registration or eligibility is an asset. Salary will be commensurate with qualifications and experience. The Department has 25 regular faculty members, six of whom are Fellows of the IEEE, and $2.3M in annual research funding. Faculty research interests include wireless and optical communications, coding, computer architecture, multiprocessor systems, distributed systems, microwaves, antennas, (bio)electromagnetics, digital signal processing, image processing, devices, VLSI design, power electronics, computational electromagnetics, oceanic engineering, nanotechnology, electric machines, etc. There are currently about 100 graduate students. The Department operates a highly successful undergraduate cooperative education program and a graduate co-op option is also available. More information on the Department can be found at http://www.ece.uvic.ca/. Applicants should forward hard copy applications including a curriculum vitae, reprints of their most important recent research and the names, complete addresses, telephone/fax numbers, and email addresses of at least six referees to:

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Ottawa Health Research Institute
OHRI IRSO
Institut de recherche en santé d'Ottawa

## Joan Sealy Chair in Lung Cancer Research

Applications are invited for the Joan Sealy Chair in Lung Cancer Research at the University of Ottawa. This Chair was established to support basic and/or clinical research directed towards understanding the causes of lung cancer and developing strategies for preventing its occurrence.

The successful candidate will become a member of the Program for Cancer Therapeutics of the Ottawa Health Research Institute and work out of the facilities of the Ottawa Hospital Regional Cancer Centre.

Please forward a C.V. along with the names of 3 references by **October 30, 2004,** to:

**Dr. Michael W. McBurney**
**Director, Program for Cancer Therapeutics**
**Ottawa Health Research Institute**
**501 Smyth Road, Box 926**
**Ottawa, ON K1H 8L6**
Tel: 613-737-7700 ext 6887
Fax: 613-247-3524
Email: mmcburney@ohri.ca

**www.ohri.ca/programs/cancer_therapeutics**

*In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.*

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FISHERIES AND OCEANS CANADA
ST. ANDREWS BIOLOGICAL STATION

PÊCHES ET OCÉANS CANADA
LA STATION BIOLOGIQUE DE ST. ANDREWS

## Postdoctoral Fellowships in Sustainable Development

An interdisciplinary research team is seeking highly motivated postdoctoral fellows to contribute to the development of decision support tools and approaches for the management of aquaculture/fisheries/environment interactions in the Bay of Fundy.

Southwestern New Brunswick has multiple overlapping ocean uses, including active aquaculture, traditional fisheries, and ecotourism sectors. Federal and Provincial Governments, together with ocean users, are exploring approaches for more integrated management and planning.

A multidisciplinary team has received funding for an AquaNet National Centre of Excellence Research Project Multicriteria Evaluation of Environmental Interactions in Coastal Aquaculture Sites (www.aquanet.ca/English/research/an5.php).

Currently there are openings for Postdoctoral fellows at the Dept of Fisheries and Oceans Biological Station in St. Andrews, New Brunswick, and at the School of Management of the University of Ottawa.

Both PDF's require:

- Strong analytical background
- Knowledge of multicriteria decision making and decision support
- Experience in computer programming is an asset
- Ability and interest to work in applied multidisciplinary research

Start date is September 1, 2004 or as soon as possible thereafter. The duration of each position is one year with possible extension for a second year.

Please send an application via email containing an application letter outlining candidate's strengths and a complete CV, and arrange for 3 letters of reference to be submitted directly to:

**Professor Dan Lane** (dlane@uottawa.ca)
**School of Management, University of Ottawa**
**Ottawa, Ontario K1N 6N5**

## Bourses de recherche postdoctorale en développement durable

Une équipe de recherche interdisciplinaire désire recruter des candidats et candidates à une bourse postdoctorale. Ces personnes, très motivées, aideront à mettre au point des outils et méthodes d'aide à la décision servant à gérer les interactions entre les secteurs de l'aquaculture, de la pêche et de l'environnement dans la baie de Fundy.

La zone côtière du sud-ouest du Nouveau-Brunswick se prête à de multiples activités marines qui se chevauchent entre elles, notamment dans les domaines de l'aquaculture, de la pêche traditionnelle et de l'écotourisme. Les gouvernements fédéral et provincial, de concert avec les exploitants de la mer, explorent des approches qui permettraient de mieux intégrer la gestion et la planification de ces activités.

Une équipe pluridisciplinaire a reçu des fonds dans le cadre d'un projet de recherche d'Aquanet, l'un des Réseaux de centres d'excellence du Canada. Le projet s'intitule : Évaluation multicritère des interactions environnementales dans les sites aquacoles côtiers (www.aquanet.ca/French/research/an5.php).

Pour les candidates et candidats à une bourse postdoctorale, des emplois sont disponibles à la station biologique de St. Andrews au Nouveau-Brunswick, qui relève de Pêches et Océans Canada, ainsi qu'à l'École de gestion de l'Université d'Ottawa.

Dans les deux cas, les exigences pour les postes sont les suivantes :

- antécédents solides en analyse
- connaissance du processus décisionnel multicritère et de l'aide à la prise de décision
- expérience en programmation informatique, un atout
- aptitude et intérêt pour la recherche multidisciplinaire appliquée

L'entrée en fonction se fait le 1er septembre 2004 ou dès que possible après cette date. Chaque poste dure un an, avec possibilité de prolongation pour une deuxième année.

Pour postuler, prière d'envoyer par courriel une lettre de candidature soulignant vos points forts, accompagnée d'un curriculum vitae complet, et de faire transmettre également trois lettres de référence à :

**Prof. Daniel Lane** (dlane @uottawa.ca)
**École de gestion, Université d'Ottawa**
**Ottawa (Ontario) K1N 6N5**

# CAREERS CARRIÈRES

Appointments Committee, Dept. of Electrical and Computer Engineering, University of Victoria, PO Box 3055 STN CSC, Victoria, BC, Canada, V8W 3P6. Applications will be accepted until tha positions are filled. Review of applications will begin 1 Novembei 2004. In accordance with Canadian immigration requirements, preference will ba given to Canadian citizens and permanent residents of Canada in each of these selection processes. The University of Victoria is an equity employei and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual onentations and genders, and others who may contributa to the further diversification of the University. The University has excellent policies which support faculty with family obligations, including paid maternity/parental leave and a generous pension plan. This advertisement is directed to both Canadian and international candidates.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of New Brunswick.** The Department of Electrical and Computer Engineering at the University of New Brunswick in Fredericton invites applications for a tenure-track position at tha Assistant / Associate Professor Level. All areas related to power systems engineering and power electronics will be considered, including powar systems, deregulation, optimization techniques, renewable energy resources, variable speed drives, and electric machines. Applicants should have a doctorate in related disciplines, a strong commitment to teaching and research, and be expected to qualify for and seek registration as a Professional Engineer in New Brunswick. The University of New Brunswick has 10,000 full time students and 500 faculty members at its Fredericton campus. There are 380 undergiaduate students, 90 graduota students and 20 faculty members in the Department of Electrical and Computer Engineering. The department offers degrees in Electrical Engineering, Computer Engineering, and Software Engineering (in collaboration with the Faculty of Computer Science). The department is an active participant in both a Co-op and a professional experience program which places students across Canada. The search will continue until the position is filled. Resumes, including three references, should be sent to: Professor Eugene Lewis, Chair, Department of Electrical and Computer Engineering, University of New Brunswick PO Box 4400, Fredericton, NB E3B 5A3, Canada; Fax: 506-453-3589; email: jelewis@unb.ca. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical & Computer Engineering at the University of Waterloo invites applications for a definite-term position at the rank of Lecturer, with the possibility of the appointment being converted to a permanent position. A candidate must possess a graduate degiea in Software Engineering, Computer Engineering, Electrical Engineering, or Computer Science. The candidate must demonstrate an aptitude for outstanding teaching in software engineering and related areas in electrical and computer engineering. Industrial experience is desirable, and the candidate must be willing to seek Ontario registration as a Professional Engineer. Applications will be considered until the position is filled. The Department of Electrical and Computer Engineering offers undergraduate programs in Computer Engineering, Electrical Engineering, Mechatronics (which is offered jointly with the Departments of Mechanical Engineering and Systems Design Engineering), and Software Engineering (which is offered jointly with the School of Computer Science). The undeigraduate programs have an enrolment of over 1,200 ol the top students in Canada. All students in the Department participate in Waterloo's prestigious co-op work program, which produces some of the most highly sought-after graduates in Canada. The successful candidate will be expected to teach courses in Software Engineering and related areas in the programs offered by the Department. The primary duties include teaching, academic advising, and laboratory management and supervision. There will be some administrative responsibilities and involvement in scholarly activities such as research and professional development. There are opportunities for rich interaction among softwaie engineering faculty in Department of E&CE and m the School of Computer Science. The Department currently has more than 60 faculty members, including a group of 10 Lecturers. The Department offers an outstanding reseach and teaching environment with laboratories in VLSI, communication, softwaie, hardware, distributed systems, microelectromechanical systems, and nanotechnology. The graduate programs attract the top Canadian and International applicants, with an enrolment of more than 250 research Master and PhD students. Faculty benefit from clese connections with the many high-technology companies in the Waterloo area and from the intellectual property policy of the University, which vests the rights with the Inventor. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population of 300,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by tha Great Lakes and Provincial Parks. Interested candidates should send a detailed curriculum vitae, statement of career objectives, and the names of at least three references. Supporting letters of reference should describe the candidate's range of teaching interests, expertise, and experience. Please direct all correspondence to Faculty Search Coordinator, Department of Electrical and Computer Engineering, University of Waterloo, 200 University Ava West, Waterloo, ON, N2L 3G1. All qualified candidates aie encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visiblа minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering of the University of Waterloo invites applications for saveral tenured oi tenure-track positions at the rank of Assistant, Associate oi Full Professor in the engineering of embedded, distributed oi dependable computei systems. For senior positions, the department seeks exceptional applicants with leadership, vision, and strong records of research accomplishments. For junior positions, tha dapartment seaks strong applicants who aie eaily in their careers and have demonstrated potential for quality research and teaching. Applicants should have earned a doctoral degree in Computei Engineering, Softwaie Enginearing, Electrical Engineering, Computai Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Eligibility for registration as a Professional Engineei is desirable. Highly qualified candidates will be considered for award of ECE Research Chairs. These Chairs receiva substantial research funding and support to graduate students. Tha awards aie given for an initial period of five years, with the possibility of renewal. The department currently has more than 60 faculty members. Tha graduate programs attract outstanding Canadian and international applicants, with an enrollment of moie than 250 research Master and PhD students. The undergraduate piograms in Computer Engineering, Electrical Engineering and Software Engineering (which is offered jointly with the School of Computer Science) draw from the top students from across Canada. Tha department offers an outstanding research environment with ieseach laboratories in softwaie systems and engineering, digital hardware design and verification, and other ECE areas ranging from wireless communications to microelectromechanical systems. Researchers benefit from close connections with the many high-technology companies in the Waterloo area and from the intellectual property policy of the University, which vests the rights with the Inventoi. Salaries will be competitive and will be determined accoiding to the successful applicant's accomplishments, experience and qualifications. The University of Waterloo is located in the attiactive two-university community of Kitchener-Waterloo (population of 300,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as aie the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a cuinculum vita, a statement of iesearch and teaching interests, and the names of at least three references to the Faculty Search Coordinai, Department of Electrical and Computer Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. If the applicant wishes, an additional soft copy of the above documents can be emailed to cv_computer@ece.uwaterloo.ca. All qualified candidates aie encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ENGINEERING — University of Windsor.** The University of Windsor invites applications for tenure-track positions m the Faculty of Engineering commencing July 1, 2005. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2566; Fax: 519.561.1420; Email: appteng@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6606 (toll free) or recruit@uwindsor.ca.

■ **ENGINEERING SCIENCE — Simon Fraser University.** The School of Engineering Science at Simon Fraser University invites applications for a continuing teaching position at the rank of Lecturer. Applicants must have previous teaching experience and a minimum of a master's degiee (PhD preferred) in an area relevant to teaching technical communication, such as technical writing, rhetore and composition, or genie theory. A background teaching oral and written English to non-native speakers of English, a background in ethics, a science or engineering background, relevant industrial experience, registration or eligibility to register as a Professional Engineer in British Columbia would be highly desirable. Additional relevant skills could include experience with publication, graphic design, and user interface design. Responsibilities include teaching a variety of undergraduate and graduate communication courses and supporting other course requirements related to cooperative education and theses. The successful applicant will have a strong commitment to excellence in teaching, demonstrated teaching ability, excellent communication skills, and will be able to teach a variety of communication courses. This position is available immediately, and applications will be accepted until the position is filled. Simon Fraser University is situated on Biinaby Mountain in graater Vancouver. Vancouver thrives as a scenic waterfront city located just minutes away from the mountains and a wide range of outdooi activities. Vancouver's cultural events, skiing, boating, hiking, mild West Coast climate, and clean, safe environment make it one of the most desirable places in the world to live and work. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. To apply, send a curriculum vitae including a statement of career objectives, names, addresses, email addresses, and phone numbers of four referees to Dr. Mehrdad Saif, Director, School of Engineering Science, Simon Fraser University, 8888 University Drive, Burnaby B.C. V5A 1S6 Canada; email: saif@ces.sfu.ca.

■ **ENGLISH — Simon Fraser University.** The Department of English invites applications for up to two (2) tenure-track appointments at the rank of Assistant Professor, effective September 1, 2005. 1. Early Middle English, with strength in Old English preferred. 2. American Literature to 1900, with strength in Print Culture studies desirable. Candidates must hold a PhD or be near completion. Preference will be given to candidates with demonstrated strengths in teaching and research. Applicants should submit a detailed letter of application, a curriculum vitae, a transcript of academic record, a sample of their scholarly writing, and ask three referees to send letters to: Dr. Tom Grieva, Chair, Department of English, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6. Applications must be received by October 31, 2004. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **ENGLISH — Queen's University.** The Department of English at Queen's University invites applications for a renewable (tenure-track) appointment at the assistant professor level from July 1, 2005. In Renaissance non-dramatic literature. Queen's University, located in the Thousand Islands region in proximity to Toionto, Montreal, and Ottawa, is a research-intensive institution with strong graduate programmes and among the highest undergraduate admissions standards in Canada. (Further information on the Department can be found at http://qsilver.queensu.ca/english.) The academic staff at Queen's University are governed by a Collective Agieement between the Queen's University Faculty Association (QUFA) and, the University, the details of which are posted at http://www.queensu.ca/qufa. Qualifications for this position include completed PhD and evidence of excellence in research and teaching. Responsibilities include both undergraduate and graduate teaching and supervision. Salary will be commensurate with qualifications and experience. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual onentation or gender identity. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applicants should send a curriculum vitae and a short writing sample (no more than 5,000 words) and should arrange for three letters of reference (oi a dossier from a university placement officer) to be sent to Professor Patricia Rae, Head, Department of English, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Consideration of applications will begin after Novembei 12, 2004.

■ **ENGLISH — Queen's University.** Tha Department of English at Queen's University invites applications from distinguished scholars, with an established publishing record and substantial teaching experience, who wish to be nominated for a faculty appointment under the Queen's National Scholar programme. Appointments under this programme are to enrich iesearch and teaching in both new and established fields of knowledge, and will be determined through a university-wide competition. Applications are invited from scholars in any field, but the department is particularly interested in applicants with an interdisciplinary research profile and/or experience in the following areas: Aboriginal studies, Canadian studies, contemporary literary and cultural studies, gender studies, and Victorian studies. Preference will be given to scholars in the early-to-mid career stage. Appointments under this programme will be either tenured oi tenure-track, though under certain circumstances special shorter-term appointments may be made. Queen's University, located in the Thousand Islands region in proximity to Toronto, Montreal, and Ottawa, is a research-intensive institution with strong graduate programmes and among the highest undergraduate admissions standards in Canada. (Further information on the Department can be found at http://qsilver.queensu.ca/english.) The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, the details of which are posted at http://www.queeensu.ca/qufa. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply, however, Canadian citizens and Permanent Residents will be given priority. A full application for this appointment at Queen's should include a curiculum vitae, three letters of reference (or a dossier from a university placement officer), a brief statemant of current and prospective research interests, a short writing sample (no more then 5,000 words), and a statement regarding teaching experience. Application materials and letters of reference should be sent to Dr. Patricia Rae, Head, Department of English, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Consideration of applications will begin after October 13, 2004.

■ **ENGLISH — The University of Western Ontario.** The Department of English, The University of Western Ontario (http://www.wo.ca/english/) invites applications for probationary (tenure-track) positions at the rank of Assistant Professor, to begin 1 July 2005, in the following areas: 1. One position in Eighteenth-Century literature, 1660–1830. While we welcome applications from all outstanding scholars working in the long eighteenth century, we are particularly interested in candidates with strengths in one oi more of the following areas: cultural history; transatlantic, African diaspoic, and/or empire studies; performance studias; gender and sexuality studies / queer theory. 2. One position in Canadian literature and culture. While we welcome applications from all outstanding scholars working in this field, we are particularly interested in candidates with strengths in one or more of the following areas: postcolonial and diaspoic studies; First Nations studies; gender and sexuality studies / queer theory; emerging areas. Accomplishment in creative writing would be an asset. For both positions, the completad PhD, oi equivalent, and experience and promise in teaching and research are mmimum qualifications; publishad work is advantageous. For PhD candidates in the final stages of the thesis, supervisors must provide written confirmation of tha completon date for applications to ba considered. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanant residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Send letter of application with curriculum vitae and copies of transcripts, a writing sample, and three letters of reference to: Dr. J. Douglas Kneale, Professor and Chair, Department of English, The University of Western Ontario, London, Ontario, Canada N6A 3K7. Applications must be received by 1 Novembei 2004.

■ **ENGLISH — University of New Brunswick.** Tha Department of English at the University of New Brunswick invites applications for a tenure track position in Film Studies and Screen Writing at the Assistant Professor level effective 1 July 2005. The successful candidate shall ideally hold a PhD. Strong secondary qualifications in Americen fiction are welcome but not necessary. In addition to serving as the Director of the Department's undergraduate Certificate in Film Studies and teaching undergraduate courses in Film Studies and the History of Film, tha successful candidate will also be responsible for handing graduate and undergraduate offerings in Screen Writing as part of the Department's programmes in Creative Writing. Applicants should be able to demonstrate a strong commitment to teaching and research. The University of New Brunswick is located in Fredericton, tha capital city of New Brunswick, situated on the beautiful St. John Rivei. UNB has a rich history, a legacy of excellence, and makes a significant difference to the economic, social, and cultural development in New Brunswick and around the world. Visit at www.unb.ca. Cumculum vitae, including three references, a teaching dossier (if available), and official academic transcripts should be sent by 1 November 2004 to: Di. Roger Ploude, Chali, Department of English, University of New Brunswick, PO Box 4400, Fredericton, N.B. E3B 5A3; Phone: (506)453-4676; Facsimile: (506)453-5069; Email: plou@unb.ca. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Appli-

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Simon Fraser University
SURREY

## Faculty Search
### School of Interactive Arts and Technology

The School of Interactive Arts and Technology (SIAT) is a vibrant, multidisciplinary program at the intersection of the arts and technology. SIAT's teaching and research draw upon fields ranging from performance art to technology. Supported by its innovative work in cognition and learning, SIAT makes major use of digital media in instruction and curriculum development. The School offers degrees at the baccalaureate, master's and doctoral levels. A total of 11 faculty are sought at the lecturer, senior lecturer, assistant or associate professor ranks across the School's four key areas, as well as for SIAT's contributions to SFU's innovative first year cohort program, TechOne:

**Interaction Design** — 3 positions
Study of human interaction within a design context; professional design practices, design evaluation methods.

**New Media Environments / Performance and Media Arts** — 4 positions
*New Media Environments*: design, structure and production of digital media content, such as images, video, animation, narrative, literature and games.
*Performance and Media Arts*: kinesthetic space and movement, exhibition and performance art in virtual spaces; ambient and wearable technologies.

**Technology in Arts and Design** — 3 positions
Human-computer interaction, interface technology, tools for design, knowledge media and the technologies of virtual environments.

**TechOne** — 1 position
TechOne is a first year cohort based foundation program fostering critical thinking and skills leading to advanced work in interactive arts and technology, computing science, and business.

Simon Fraser University, Surrey, is situated south of the Fraser River in the greater Vancouver region. Vancouver thrives as a scenic waterfront city located just minutes away from mountains and a wide range of outdoor activities. The region's cultural, natural and intellectual opportunities make it one of the most desirable places in the world to live and work.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. It is expected that all positions will be effective July 1, 2005 or earlier. The deadline for applications is October 22, 2004. All positions are subject to budgetary approval.

Applicants should seek additional information and detailed position descriptions at www.siat.sfu.ca/employment/ to better understand the character of SIAT and their possible contributions within it.

To apply, send a current curriculum vitae, evidence of research productivity, a statement on teaching philosophy, and the complete names, addresses (including email) and phone numbers of three referees to:

**Director, School of Interactive Arts & Technology**
**Simon Fraser University, 2400 Central City, 10153 King George Highway**
**Surrey, BC V3T 2W1, Canada**

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UBC
*Faculty of Dentistry*
The University of British Columbia
www.dentistry.ubc.ca

## Full-Time Positions in Oral Health Sciences

The Faculty of Dentistry invites applications for two full-time positions in the Department of Oral Health Sciences.

***Restorative Dentistry***
The Faculty of Dentistry invites applications for a full-time tenure track position in the Department of Oral Health Sciences. Applicants should preferably have postgraduate training in restorative dentistry and research experience at the Ph.D. level or the equivalent. The successful applicant will be expected to participate fully in teaching of restorative dentistry in the undergraduate and graduate dental curriculum, research and service. Preference will be given to individuals who participate in active research areas in the Faculty.

***Operative Dentistry***
The Faculty of Dentistry invites applications for a full-time Clinical Assistant Professor position in the Department of Oral Health Sciences. Applicants should have postgraduate training in restorative/ operative dentistry and preferably clinical research experience. The successful applicant will be expected to participate fully in teaching of operative dentistry in the undergraduate and graduate dental curriculum, in clinical research and Faculty service. Preference will be given to individuals who can participate in the active service and/or research areas in the Faculty.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply for the positions; however, Canadian citizens and permanent residents will be given priority. Please respond by ***November 15, 2004*** with curriculum vitae and contact addresses of three referees to:

***Dr. Virginia M. Diewert, Head***
***Department of Oral Health Sciences***
***Faculty of Dentistry, University of British Columbia***
***2199 Wesbrook Mall, Vancouver, BC V6T 1Z3***

See our Website at www.dentistry.ubc.ca.

# CAREERS CARRIÈRES

Memorial
University of Newfoundland

## FACULTY OF ARTS

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to more than 17,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. With 170 regular faculty members in 14 academic departments and a wide variety of interdisciplinary major, minor and diploma programs, the Faculty of Arts offers breadth, depth and diversity. Counting over 3,000 registered students with declared majors or minors, and with strong graduate programs, the Faculty is committed to providing solid teaching and research support to new appointees. The Faculty of Arts houses, among other units, the Institute of Social and Economic Research (ISER), ISER Books, the Public Policy Research Centre and the recently established Digital Research Centre for Qualitative Fieldwork. It is also home to outstanding archival collections, including the Maritime History Archive, the Folklore and Language Archive and the Native Language Archive. Memorial's Queen Elizabeth II Library has excellent holdings with the most extensive collection of journals in the region. Please see www.mun.ca/arts/.

### Tenure-Track Positions

The positions listed below will normally commence July 1, 2005, subject to budgetary approval; note that in some departments, more than one position is available. Appointments will normally be made at the rank of Assistant Professor. A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree). Letters of application should be sent to the Head of the appropriate department, accompanied by a current curriculum vitæ, a teaching dossier, the names and addresses of three persons who can supply a letter of reference, and such additional materials as may be specified below. Consideration of applications will begin October 18, 2004, and all applications should reach the Head no later than **November 19, 2004.**

### Department of Anthropology

The position is in the Archaeology Unit of the Department of Anthropology in the area of Historical Archaeology. The Archaeology Unit is an active research group with particular interests in Newfoundland and Labrador, the Arctic, subsistence and settlement studies, historical archaeology, ethnoarchaeology, social archaeology and ethnohistory. The successful applicant will have a demonstrated record of research which complements the Unit's interests. He/she will implement an active program of research and will contribute to our strong graduate and undergraduate programs. Applications should include samples of scholarly writing and be directed to: **Dr. W. Fife, Head, Department of Anthropology, Memorial University of Newfoundland, St. John's, NL A1C 5S7.** Phone: (709) 737-8870; fax: (709) 737-8686; email: marilynm@mun.ca.

### Department of Classics

The department is particularly interested in the fields of Roman History and Society or in Ancient Philosophy, but will consider well-qualified candidates from other areas. We seek candidates who exhibit enthusiasm for teaching Greek and Latin language courses, as well as courses in translation. Applicants must provide evidence of excellence in both teaching and research. For information about the department, please visit our website at www.mun.ca/classics. Applications should be directed to: **Dr. T.J. Allen, Interim Head, Department of Classics, Memorial University of Newfoundland, St. John's, NL A1C 5S7.** Phone: (709) 737-8593; fax: (709) 737-2135; email: ckieley@mun.ca.

### Department of Economics

The Department is particularly interested in candidates with a specialization in Environmental Economics, who can also teach Macroeconomics at the intermediate level at least. Duties include undergraduate and graduate (MA) teaching and research. Teaching experience would be an asset. Please submit applications to: **Dr. N. Roy, Head, Department of Economics, Memorial University of Newfoundland, St. John's, NL A1C 5S7.** Phone: (709) 737-8248; fax: (709) 737-2094; email: noelroy@mun.ca.

### Études françaises et hispaniques

Nous cherchons un(e) spécialiste dans le domaine des études franco-terreneuviennes/acadiennes. Les candidats ayant une spécialisation dans un autre domaine et qui accepteraient d'orienter leur recherche et l'enseignement vers celui des études franco-terreneuviennes sont également invités à poser leur candidature. Une contribution à d'autres aspects du travail de la section des études françaises sera exigée. Toute candidature comprendra un curriculum vitae à jour, un dossier pédagogique et les noms et adresses de trois répondants. S'adresser à **Monsieur Peter Ayres, directeur, Département d'études françaises et hispaniques, Memorial University of Newfoundland, St.John's NL A1B 3X9.** Télécopie : (709)-737-3594. Courriel : payres@mun.ca.

### Department of English (2 positions)

The first position is in the area of 20th Century American literature. The second position is in the area of the Literature of Ireland. For both positions, applicants should have a promising research record and strong evidence of teaching ability. Responsibilities include undergraduate and graduate teaching and supervision. Applicants should submit a writing sample (20 page maximum) and copies of graduate and undergraduate transcripts. All required information must be received before applications will be considered. Please submit applications to: **Professor R. Hollett, Interim Head, Department of English Language and Literature, Memorial University of Newfoundland, St. John's, NL A1C 5S7.** Phone : (709) 737-8277 ; fax : (709) 737-4528; email: rhollett@mun.ca.

### Department of Geography (2 positions)

The first position is in Cultural Geography. The second position is in Cartography/GISciences. Candidates for these positions will be expected to teach at the undergraduate and graduate levels and should demonstrate commitment to excellence in teaching and be engaged in an active research program. Candidates for the Cartography position will also be expected to teach in the diploma program in Geographic Information Sciences. Applicants can learn about the Department at www.mun.ca/geog and about the GISciences Diploma Program at www.mun.ca/arts/artsgis/index.html. Applications should be directed to: **Dr. K. Storey, Head, Department of Geography, Memorial University of Newfoundland, St. John's, NL A1B 3X9.** Phone: (709) 737-7417; fax: (709) 737-3119; email: kstorey@mun.ca.

### Department of Linguistics

The position is in language variation and change. The successful applicant will be expected to teach at both undergraduate and graduate levels in sociolinguistics and language variation and should demonstrate an ability to teach at the advanced undergraduate level in one or more of the areas of historical/sociohistorical linguistics, language and gender, language contact, language and history and linguistic typology. Expertise in quantificational methodology is highly desirable, as is a willingness to engage intellectually with linguists in other sub-fields of linguistics, both informally and in collaborative research. Applicants must demonstrate a record of teaching excellence, as well as a strong research and publication record. The successful candidate will be expected to maintain an active research program in language variation and change, and supervise graduate students in this area; an interest in pursuing research on the dialects and languages of the region (English, French, local aboriginal languages, for which substantial archives and new laboratory facilities exist), would also be an asset. Applications should be directed to: **Dr. M. MacKenzie, Head, Department of Linguistics, Memorial University of Newfoundland, St. John's, NL A1B 3X9.** Phone: (709) 737-8134; fax: (709) 737-4000; email: linguist@mun.ca.

### Department of Philosophy

The preferred area of specialization is in Ethics and the History of Ethics. The preferred area of concentration is in Medieval Philosophy, Aesthetics, or contemporary Analytical Philosophy. Applications should be directed to: **Dr. J. Bradley, Head, Department of Philosophy, Memorial University of Newfoundland, St. John's, NL A1C 5S7.** Phone: (709) 737-8336; fax: (709) 737-2187; email: jbradley@mun.ca.

### Department of Political Science

The position is in International Relations and International Organization with a sub-field specialization in one or more of the following: international law, human rights, environmental policy, developmental assistance policy or related issues. The successful candidate should be capable of teaching courses, both undergraduate and graduate, on the theory and practice of international relations, as well as international organizations, particularly the United Nations and its specialized agencies. Applications, which should include transcripts, reprints of recent publications, and a statement of research interests, should be sent to: **Dr. S. Wolinetz, Head, Department of Political Science, Memorial University of Newfoundland, St. John's, NL A1B 3X9.** Phone: (709) 737-8179; fax: (709) 737-4000; email: swolin@mun.ca.

### Department of Sociology

Preference will be given to applicants with a research specialization in Work and Organizations, Population/ Demography, or Environment. Applicants must also be qualified and prepared to teach research methods, including quantitative methods, at both the graduate and undergraduate levels. We may also consider applicants with a research specialization in Health or Aging. The person appointed will be able to demonstrate excellence in both teaching and research and will have a strong record of scholarly achievement. The successful candidate will be prepared to supervise honours and graduate students. Applications, including two examples of written work (either published or unpublished, but at least one example must be single authored), should be sent by mail to: **Dr. J. Adler, Head, Department of Sociology, Memorial University of Newfoundland, St. John's, NL, A1C 5S7.** Phone: (709) 737-7443; fax: (709) 737-2075; email:jadler@mun.ca.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

cants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **ENGLISH — University of Ottawa.** The Department of English of the University of Ottawa announces the opening of a full-time, tenure-track position for a specialist in Twentieth-Century British Literature at the Assistant Professor level, starting July 1st 2005. Expertise in Postcolonial Literature would be an asset. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Send curriculum vitae, transcripts, a writing sample, and have three letters of reference forwarded to Dr. David Rampton, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. The deadline for applications is 15 November 2004.

■ **ENGLISH — University of Ottawa.** The Department of English of the University of Ottawa announces the opening of a full-time, tenure-track position for a specialist in Canadian Literature at the Assistant Professor level, starting July 1st 2005. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Send curriculum vitae, transcripts, a writing sample, and have three letters of reference forwarded to Dr. David Rampton, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. The deadline for applications is 15 November 2004.

■ **ENGLISH — University of Ottawa.** The Department of English of the University of Ottawa announces the opening of a full-time, tenure-track position for a specialist in Canadian Literature at the Assistant Professor level, starting July 1st 2005. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Send curriculum vitae, transcripts, a writing sample, and have three letters of reference forwarded to Dr. David Rampton, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. The deadline for applications is 15 November 2004.

■ **ENGLISH — Dalhousie University.** The Department of English at Dalhousie University invites applications for a full-time, tenure-track appointment in Medieval Literature and Culture at the rank of Assistant Professor, effective July 1, 2005. Candidates must be qualified to offer undergraduate teaching and graduate teaching and thesis supervision in Middle English literature and culture. In addition, the ability to teach Old English and/or History of the English Language would be an asset, as would knowledge of other languages of medieval England. Requirements for the position include a PhD complete at the time of appointment, evidence of teaching effectiveness, and evidence of scholarly excellence, including publications. This position is subject to budgetary approval. Deadline for applications is October 15, 2004. Candidates should submit an application including a c.v., university-level transcripts, writing sample, and three reference letters to: Bruce Greenfield, Chair, Department of English, 6135 University Avenue, Dalhousie University, Halifax, NS B3H 4P9. For further information call 902 494 6873, or email Bruce.Greenfield@dal.ca. A copy of this posting, and information about the Department of English, is available at www.dal.ca/English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Abenginal people, persons with a disability, racially visible persons and women.

■ **ENGLISH — McMaster University.** The Department of English at McMaster University invites applications for a tenure-track appointment at the rank of Assistant Professor in the area of Modernist Literature, Culture, and Theory (c.1900–1950). The successful candidate will have a PhD and demonstrated excellence in teaching and research. Duties will include teaching and supervision in undergraduate and graduate (MA and PhD) programs in English and in an undergraduate program in Cultural Studies and Critical Theory. The Department also has a proposal for an MA in Cultural Studies and Critical Theory under consideration at present.The starting date for the appointment is July 1, 2005. The minimum salary for an Assistant Professor is currently CDN $49,861. Applications, including curriculum vitae, transcripts, a writing sample (25 pages maximum), and letters from three academic referees should be addressed to: Dr. Mary O'Connor, Chair, Department of English, McMaster University, 1280 Main Street West Hamilton, Ontario, Canada L8S 4L9. The due date for applications is November 1, 2004. For information on the Department of English, see http://www.humanities.mcmaster.ca/~english. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **ENGLISH — McMaster University.** The Department of English at McMaster University invites applications for a tenure-track appointment at the rank of Assistant Professor in the area of Global Cultural Studies with an emphasis on the Visual (film, television, photography, etc.) in non-Western Cultures. The successful candidate will have a PhD in a relevant subject and demonstrated excellence in teaching and research. Duties will include teaching and supervision in undergraduate and graduate (MA and PhD) programs in English and in an undergraduate program in Cultural Studies and Critical Theory. The Department has a proposal for an MA in Cultural Studies and Critical Theory under consideration at present. McMaster is also home to the Institute on Globalization and the Human Condition, a research institute with strong links to the Department. The starting date for the appointment is July 1, 2005. The minimum salary for an Assistant Professor is currently CDN $49,861. Applications, including curriculum vitae, transcripts, a writing sample (25 pages maximum), and letters from three academic referees should be addressed to: Dr. Mary O'Connor, Chair, Department of English, McMaster University, 1280 Main Street West Hamilton, Ontario, Canada L8S 4L9. The due date for applications is November 1, 2004. For information on the Department of English, see http://www.humanities.mcmaster.ca/~english. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **ENGLISH — University of Victoria.** The Department of English at the University of Victoria seeks candidates for the position of Chair of the Department, effective 1 July 2005. The candidate's field of specialization is open. The University, recognized as one of Canada's top comprehensive universities, serves more than 18,000 students, graduate and undergraduate, in a wide range of faculties. The Department, which includes 38 regular faculty and 24 sessional instructors, has a strong commitment to teaching and research, as well as a longstanding tradition of democratic and collegial governance. Faculty have been recognized with University and national teaching awards, research grants from SSHRC, the Guggenheim and Killam Foundations, and membership in the Royal Society of Canada. At the undergraduate level, the Department offers Honours, Major and General programs leading to the B.A., as well as a Combined Major in English and French (Canadian Literature) and a Minor in Professional Writing. The Department also provides service courses in writing for the University as a whole. At the graduate level, the Department offers programs leading to both the M.A. and PhD. More information about the Department is available at the following website: http://www.engl.uvic.ca/. The Department seeks an external Chair in order to provide experienced leadership to a relatively young and ambitious department at a time of senior retirements and anticipated growth. The Chair is responsible for administering the teaching, scholarly, and collegial activities of the Department within a consultative structure. The Chair reports to the Dean of Humanities and represents the Department to the University and to the external community. The successful candidate will have achieved the rank of Associate Professor or Professor, and will be appointed with tenure for an administrative term of five years. The current Associate Professor salary floor at the University of Victoria is $69,000; the Professor salary floor is $79,000. Applicants should have an excellent record in teaching and research. Although applicants need not have served as a department chair, they should have substantial administrative ability and experience. Applications should include the names and addresses of three referees; a curriculum vitae; and a letter of interest, and be submitted no later than October 1, 2004. They should be addressed to Dr. Andrew Rippin, Dean of Humanities, PO Box 3045, Victoria, BC V8W 3P4; Phone: (250) 721-7063; E-mail: arippin@uvic.ca; Fax: (250) 721-7059. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, peoples of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

■ **ENGLISH — McMaster University.** The Department of English at McMaster University invites applications for a tenure-track appointment at the rank of Assistant Professor in the area of Diasporic Literatures and Cultures with a focus on the Black Atlantic (including African, Caribbean, African North American, and Black British). The successful candidate will have a PhD and demonstrated excellence in teaching and research. Duties will include teaching and supervision in undergraduate and graduate (MA and PhD) programs in English and in an undergraduate program in Cultural Studies and Critical Theory. The Department also has a proposal for an MA in Cultural Studies and Critical Theory under consideration at present. The starting date for the appointment is July 1, 2005. The minimum salary for an Assistant Professor is currently CDN $49,861. Applications, including curriculum vitae, transcripts, a writing sample (25 pages maximum), and letters from three academic referees should be addressed to: Dr. Mary O'Connor, Chair, Department of English, McMaster University, 1280 Main Street West Hamilton, Ontario, Canada L8S 4L9. The due date for applications is November 1, 2004. For information on the Department of English, see http://www.humanities.mcmaster.ca/~english. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

www.yorku.ca

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

The Atkinson Faculty of Liberal and Professional Studies was restructured in 2000, bringing together a dynamic and unique blend of liberal studies and professional programs. The Faculty has eight academic Schools, including the School of Administrative Studies, School of Analytic Studies and Information Technology, School of Arts and Letters, School of Health Policy and Management, School of Nursing, Department of Psychology, School of Social Sciences, and School of Social Work. Our faculty are internationally renowned educators and researchers with expertise in a variety of disciplines and interdisciplinary fields. Atkinson offers flexible scheduling and teaching formats, with courses on-campus in the day and evening, as well as courses delivered by Internet and correspondence. Atkinson Faculty is also committed to expanding its experiential education activities to give students self-directed and problem-based learning opportunities which help them bridge their academic studies with career development. When you join Atkinson, you will become a member of a vibrant, growing Faculty that is committed to reaching excellence and outstanding research.

Atkinson Faculty invites applications for **full-time tenure-track positions** as well as **one-year to three-year contractually limited term positions** in the following Schools. Salaries will be commensurate with qualifications. Full position details can be viewed by clicking on *Academic Positions* at **www.yorku.ca/acadjobs.** The start date for most positions is July 1, 2005. All positions at York University are subject to final budgetary approval.

**Atkinson Faculty of Liberal and Professional Studies, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Web site: www.atkinson.yorku.ca.**

# Atkinson Faculty of Liberal and Professional Studies

## FULL-TIME TENURE-TRACK AND CONTRACTUALLY LIMITED TERM POSITIONS

### SCHOOL OF ADMINISTRATIVE STUDIES

The School of Administrative Studies is one of the largest undergraduate business programs in Canada with more than 33,000 course registrations annually. In addition to the core business degree, the School offers a number of professional certificate programs, and has an emerging Master's program. The School is quite innovative in terms of teaching pedagogy and supplements its on campus offerings with a large web based distance education degree program. The School has been characterized by remarkable growth in the past 5 years and has added more than 30 PhD's to its faculty complement in the last two years alone. This is manifested in a strong and vibrant research culture within the School. Students in the School come from a variety of backgrounds and many of our students and faculty are active in the Canadian business sector and/or have held senior positions in the public and private sectors. More information on the School and its programs is available at www.atkinson.yorku.ca/SAS/

#### Administrative Studies

The School of Administrative Studies offers programs in all major areas of business. It is however also seeking to expand its expertise in innovative and newly emerging areas within those functional areas including emergency management, personal finance, health management, and public administration. Applications are invited for up to 13 tenure-track positions at the rank of Assistant Professor. One appointment in the area of Emergency Risk Management has rank open. Applications are also invited for up to four contractually limited appointments for terms of up to three years. The requirements for a tenure-track appointment at the rank of Assistant Professor are a PhD or near completion in a relevant area, although candidates in the area of Taxation/Tax Law with an LLM will also be considered, and excellence or promise of excellence in both teaching and research. Candidates at the rank of Associate Professor must demonstrate excellence in both areas. Experience in preparing and working with Master's degree proposals is also a decided asset. The tenure-track positions may involve graduate teaching and supervision, as well as undergraduate teaching and research. The requirements for a contractually limited appointment (CLA) include a graduate degree in a relevant subject area, and a strong teaching record in the subject discipline at the post-secondary level. Preference will be given to university-level teaching over community college and other forms of post-secondary experience. CLAs will be expected to participate heavily in the School's distance education program, so experience in both designing and mounting web-based degree credit courses is highly desirable. CLAs should also display a commitment to actively engage in various service activities for the School.

At the tenure-track level, the School is accepting applications in all functional areas of business with preference given to applications in the following fields: 1) Emergency Management (two appointments have been targeted in this area, with one at a senior rank); 2) Taxation/Tax Law; 3) Auditing and Assurance; 4) International Management; 5) Small Business Entrepreneurship; 6) Public Administration (with the possibility of a cross-appointment with the School of Social Sciences in the area of Political Science depending upon qualifications); 7) E-Commerce; 8) Health Management (a cross-appointment with the School of Health Policy & Management); 9) Management Science. For the contractually limited appointments, the School is looking for an individual in each of the following disciplines: 1) Accounting; 2) Management; 3) Public Sector/Private Sector Interface; 4) Finance.

The deadline for receipt of completed applications is November 1, 2004 The application should include a signed letter of application (which specifies whether the application is for a tenure-track or contractually limited appointment, or both if appropriate), with an up-to-date curriculum vitae, a statement of *specific teaching and research interests* (for more information on the School and its programs see www.atkinson.yorku.ca/SAS/), summaries of teaching evaluations (if available) and signed letters of reference received directly from three external referees, should be sent to: Dr. Brian Gaber, Director, School of Administrative Studies, 2nd Floor, Atkinson Building. Fax: 416.736.5963. Tel: 416.736.5210. E-mail: bgaber@yorku.ca

#### Health Management (cross-appointment with the School of Health Policy and Management)

Applications are invited for a cross-appointed tenure-track position in Health Management at the Assistant Professor level. Applicants should specialize in one or more of the following areas: Health Management/Administration, or in a related health discipline with a strong Health Management/Administration focus. Candidates should show excellence or promise of excellence in teaching and in scholarly research and publication. The position may involve graduate teaching and supervision in addition to undergraduate teaching and research. Expertise in health-care management and issues related to the organization and delivery of health-care services in Canada and/or internationally is sought. The successful candidate will play a pivotal role in the further development of the Health Management curriculum, and teach and conduct research within a highly productive and collegial academic community. Applicants must have a PhD or equivalent, completed or near completion, in Health Management/Administration, or in a related health discipline with a strong Health Management/Administration focus. Preference will be given to candidates who have business background. Successful teaching experience and demonstrated excellence as a researcher in relevant health-related fields are preferable. The School of Administrative Studies and the School of Health Policy and Management are particularly interested in recruiting candidates who are eligible for the CIHR/SSHRC/Health Career Awards/external research funding.

The deadline for receipt of completed applications is December 1, 2004. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference and teaching evaluations should be sent to: Professor Marcia Rioux, Chair, School of Health Policy and Management, Room 431 HNES. Fax: 416.736.5227. E-mail: mrioux@yorku.ca

### SCHOOL OF ANALYTIC STUDIES AND INFORMATION TECHNOLOGY

The School brings together the disciplines of Economics, Mathematics, Information Technology, Science and Technology Studies (Natural Science), and Philosophy in a way that respects their individual academic disciplines. At the same time, the School utilizes an integrated analytical and critical approach to teaching across all program areas. More information on the School and its programs is available at www.atkinson.yorku.ca/SASIT/

#### Economics

Applications are invited for a tenure-track position in Business Economics at the Assistant Professor level. The Economics Program is seeking a candidate with research and teaching strengths in business economics, including a *proven or promising track record* in economics research and *its application to business* economics. The Economics program includes degree studies in economics and business economics. The successful candidate must have a PhD in economics (or a PhD near completion by the date of appointment), and show excellence or promise of excellence in teaching and in scholarly research and publication. All candidates must show an ongoing commitment to excellence in teaching and in scholarly research and publication. The successful candidate must be eligible for appointment to the Faculty of Graduate Studies and will be expected to participate in teaching undergraduate and graduate students, to supervise doctoral students, and to contribute significantly to the development of the Business Economics program. As the program has a distinctly applied focus, strong applied skills and policy experience would be assets.

The deadline for receipt of completed applications is November 15, 2004. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference (at least one letter should address teaching and research) and teaching evaluations should be sent to: Dr. Gervan Fearon, Program Coordinator, Economics Search Committee, SASIT, 2005 Technology Enhanced Building (TEL). Fax: 416.736.5188. E-mail: gfearon@yorku.ca

#### Philosophy

Applications are invited for a tenure-track position in Philosophy at the Assistant Professor level. The area of specialization is open. Applicants will be expected to teach and help create undergraduate courses that are professionally oriented and in applied philosophy. These courses may include, but are not limited to, courses in practical ethics; the philosophy of technology or communication; and/or the epistemologies of feminism, gender, race or the body. Interdisciplinarity is a strong asset. The successful candidate must be eligible for appointment to the Faculty of Graduate Studies and be able to teach and supervise in one or more of the designated fields in the Graduate Philosophy program (www.yorku.ca/admissio/graduate/gradprog/download/brochure/philosophy.pdf). Those who can help strengthen graduate fields, such as History of Philosophy or Continental Philosophy, may be given preference. The successful candidate will be expected to teach first-year courses in Modes of Reasoning. Applicants must have a PhD or equivalent, and a record or promise of excellence in research and in teaching. Knowledge of technology enhanced learning and the integration of technology in classroom teaching is an asset, as Atkinson Philosophy has an online Philosophy program and online Certificate in Professional Ethics.

The deadline for receipt of completed applications is November 15, 2004. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, teaching evaluations and some sample publications or writings, and three letters of reference (at least one letter should address teaching) should be sent to: Professor Sam Mallin, Program Coordinator, Philosophy/Modes of Reasoning, SASIT, 2070 TEL Building. Fax: 416.736.5188. E-mail: smallin@yorku.ca

# CAREERS CARRIÈRES

### Science and Technology Studies (Social Studies of Technology)

Applications are invited for a tenure-track position at the Assistant Professor level in Science and Technology Studies. The Science and Technology Studies program focuses on the history, philosophy and social studies of modern science and technology, and is responsible for teaching the Faculty's Natural Science general education courses. The program is seeking a candidate with teaching and research strengths in the social studies of current or recent technology. Applicants must have a PhD in science and technology studies, or in a related field, such as the sociology, anthropology, policy, philosophy or history of science and technology, and should show excellence or promise of excellence in teaching and in scholarly research and publication. The position may involve graduate teaching and supervision, as well as undergraduate teaching and research.

### Science and Technology Studies (Science, Technology and Media)

Applications are invited for a one-year contractually limited appointment in Science and Technology Studies at the Assistant Professor level. The Science and Technology Studies Program is seeking a candidate with teaching and research strengths in science, technology, and media. Candidates should also have an interest in journalism and popular science writing/science communication. Candidates must have a PhD in science and technology studies, or in a related field, such as the sociology, anthropology, policy, philosophy or history of science and technology, and should show excellence or promise of excellence in teaching and in scholarly research and publication. The successful candidate will be expected to do some teaching in the Natural Science general education curriculum and must therefore have competence in this area.

The deadline for receipt of completed applications is November 15, 2004. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three current letters of reference (at least one letter should address teaching), a writing sample and teaching evaluations should be sent to: Dr. E. Hamm, Program Coordinator, STS, SASIT, Room 2005 TEL Building. E-mail: ehamm@yorku.ca

## SCHOOL OF ARTS AND LETTERS

The School offers a broad range of liberal arts programs and courses aimed at developing critical and analytical skills. In addition to well-established disciplinary programs in areas such as English and History, the School offers interdisciplinary programs in Creative Arts and Cultural Expressions, Humanities, Religious Studies, Women's Studies and Writing Programs. More information on the School and its programs is available at www.atkinson.yorku.ca/SAL/

### Modernism

Applications are invited for a tenure-track position in Modernism at the Assistant Professor level. Applicants for this position should specialize in literature and be able to contribute to the English program as well as the interdisciplinary programs in Creative Arts and Cultural Expression and/or Writing Programs. Previous experience in writing programs, journalism, and/or related fields is therefore required. Applicants must have a PhD completed at the time of appointment, show excellence or promise of excellence in teaching and in scholarly research and publication, and demonstrate evidence of an active research agenda. The position may involve graduate teaching and supervision, as well as undergraduate teaching and research.

The deadline for receipt of completed applications is December 1, 2004. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference and teaching evaluations should be sent to: Professor Madelyn Oick, Chair, School of Arts and Letters. Fax: 416.736.5766. E-mail: aksal@yorku.ca

## SCHOOL OF HEALTH POLICY AND MANAGEMENT

The School offers three Honours undergraduate program streams - Health Management, Health Informatics and Health Policy. Each of these specialist streams is designed to prepare graduates to meet the challenges of management and decision-making in the increasingly complex and dynamic health services sector. The program equips graduates with 'mission-critical' knowledge and skills, along with a broad understanding of the economic, socio-cultural and political influences affecting health and the health-care field. Student co-op placements are central to the mission of the School. More information on the School and its programs is available at www.atkinson.yorku.ca/SHPM/

### Health Informatics

Applications are invited for a one-year contractually limited appointment in Health Informatics at the Assistant Professor level. Applicants should specialize in the areas of Health Informatics or Information Technology with a focus on health applications. Expertise in health information management, e-health, health indicators and performance measurement would be an asset. Candidates must have a PhD or equivalent, completed or near completion, in either Health Informatics or a related field with a strong Health Informatics focus. Candidates should show excellence or promise of excellence in teaching and in scholarly research. The position may involve graduate teaching and supervision in addition to undergraduate teaching. The successful candidate will play a pivotal role in the further development of the Health Informatics curriculum, and be expected to fully participate in a highly productive and collegial academic community. Successful experience in teaching in relevant health-related fields is preferable.

### Health Management (cross-appointment with the School of Administrative Studies)

Applications are invited for a cross-appointed full-time tenure-track position in Health Management at the Assistant Professor level. Applicants should specialize in one or more of the following areas: Health Management/Administration, or in a related health discipline with a strong Health Management/Administration focus. Candidates should show excellence or promise of excellence in teaching and in scholarly research and publication. The position may involve graduate teaching and supervision in addition to undergraduate teaching and research. Expertise in health-care management and issues related to the organization and delivery of health-care services in Canada and/or internationally is sought. The successful candidate will play a pivotal role in the further development of the Health Management curriculum, and teach and conduct research within a highly productive and collegial academic community. Applicants must have a PhD or equivalent, completed or near completion, in Health Management/Administration, or in a related health discipline with a strong Health Management/Administration focus. Preference will be given to candidates who have a business background. Successful teaching experience and demonstrated excellence as a researcher in relevant health-related fields are preferable. The School of Administrative Studies and the School of Health Policy and Management are particularly interested in recruiting candidates who are eligible for the CIHR/SSHRC/Health Career Awards/external research funding.

The deadline for receipt of completed applications is December 1, 2004. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference and teaching evaluations should be sent to: Professor Marcia Rioux, Chair, School of Health Policy and Management, Room 431 HNES. Fax: 416.736.5227. E-mail: mrioux@yorku.ca

## SCHOOL OF NURSING

The School offers the first Collaborative BScN degree in Ontario, an established post RN BScN, a Primary Health Care Nurse Practitioner Certificate, and a Health Informatics Certificate, and is developing a graduate program in Nursing, which was approved by Senate in May, 2004 and is pending approval by the Ontario Council of Graduate Studies. The baccalaureate program received a national seven-year accreditation in 2003. The School is thus poised for growth and change. Our rapidly expanding internationally recognized program offers an innovative caring-human science curriculum which emphasizes individual uniqueness, caring competence in nursing practice, multiple ways of knowing, creative expressions of nursing scholarship and global consciousness. More information on the School and its programs is available at www.atkinson.yorku.ca/NURS/

### Director, School of Nursing

Applications are invited for a tenure-track position in Nursing at the rank of Associate or Full Professor. The successful candidate will initially serve as Director of the School of Nursing for a three-year term with the possibility of one renewal. Internal applications are also encouraged. Applicants for this tenure-track position must demonstrate accomplishment in research, teaching and academic administration in Nursing at a university. Demonstrated excellence in teaching at the undergraduate level is required, and experience in teaching at the graduate level and/or providing graduate supervision is strongly preferred. Evidence of an established research and publication program is essential. Experience with collaborative nursing partnerships is an asset, as is a demonstrated commitment to advancing nursing scholarship, particularly in the caring and human sciences. Other qualifications for this position include: effective management, communication and interpersonal skills; ability to establish and maintain productive clinical and research partnerships with external agencies; and ability to provide visionary leadership and mentoring to faculty as the School of Nursing expands its undergraduate and graduate programs and the Faculty's research capacity. Candidates must hold or be eligible for current registration with the College of Nurses of Ontario, and must provide proof of academic credentials prior to appointment. A doctorate in Nursing or a nursing-related field is required and all applicants must have at least one graduate level degree in Nursing. The School is particularly interested in candidates who have a strong track record of external research funding. Applicants must have knowledge of nursing theories, the human science paradigm, co-operative learning perspectives and the Bevis-Watson curriculum, with experience in using the Bevis-Watson curriculum paradigm preferred. Experience with technology-enhanced distance learning would be an asset.

The deadline for receipt of completed applications is November 15, 2004. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference and teaching evaluations should be sent to: Dr. Adeline Falk-Rafael, Chair, Search Committee, School of Nursing. Fax: 416.736.5750. E-mail: arafael@yorku.ca

### Nursing

Applications are invited for up to three tenure-track positions at the Assistant Professor level and up to one tenure-track position (rank open) in Nursing, effective July 1, 2005. All positions are professorial tenure-track appointments. The School is particularly interested in candidates who are eligible for external research funding and grants, and who would be eligible for appointment to the Faculty of Graduate Studies. Expertise and related research in one or more of the following areas is an asset: research methods utilization and evaluation, community/public health, nursing ethics, transcultural health, health and aging, women's health; and/or teaching and practice experience in one or more of these areas: community/public health, acute/critical care, gerontology, long-term care, maternal and child health. Candidates should have knowledge of nursing theories, the human science paradigm, co-operative learning perspectives and the Bevis-Watson curriculum paradigm. Prior experience using a co-operative learning pedagogical framework and the Bevis-Watson curriculum paradigm is preferred. Evidence of excellence or promise of excellence in teaching and research is required for professorial tenure-track appointments at the rank of Assistant Professor, and evidence of excellence in teaching and research is required for senior-level appointments. Evidence of the ability to develop and maintain collegial relationships is required for all positions. A PhD (or PhD in progress) in Nursing or a health-related field is required for professorial tenure-track positions at a junior rank. Senior appointments require qualifications appropriate to the rank, including a completed PhD in Nursing or a health-related field. All applicants must have at least one degree in Nursing. A graduate-level degree in Nursing is an asset. Applicants must hold current registration with the College of Nurses of Ontario, and must provide proof of academic credentials prior to appointment. Candidates should show excellence or promise of excellence in teaching and in scholarly research and publication; experience with technology enhanced distance learning would be an asset.

The deadline for receipt of applications is November 1, 2004. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference (one letter should address teaching) and teaching evaluations (if available) should be sent to: Dr. Lesley Beagrie, Acting Director, School of Nursing, Room 404 Atkinson Building. Fax: 416.736.5714. Tel: 416.736.5271. E-mail: ttam@yorku.ca

## DEPARTMENT OF PSYCHOLOGY

A recently merged Psychology Program (between the Faculties of Arts, Atkinson, and Science and Engineering) now offers the largest selection of undergraduate psychology courses available at any Canadian university. The Graduate Program in Psychology is one of the largest in Canada; the clinical program is APA- and CPA-accredited. More information on the department and its programs is available at www.atkinson.yorku.ca/PSYC/

### Psychology

Applications are invited for a tenure-track position in Psychology at the Assistant Professor level. The area of specialization is behavioural neuroscience with a focus on perceptual and cognitive abilities and disabilities. Priority will be given to individuals who can complement and expand York's strength in vision health, including links to health-care facilities in the Greater Toronto Area. The position involves graduate teaching and supervision, as well as undergraduate teaching and research. Candidates must have a PhD in Psychology, and show excellence or promise of excellence in teaching and in scholarly research and publication, and the potential to establish an independent, externally funded research program.

The deadline for receipt of completed applications is October 15, 2004. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests and experience, selected publications, and three letters of reference (from referees active in the field who are familiar with the candidate's work) should be sent to: Dr. M. Hynie, Chair, Psychology Department, Room 226 Atkinson Building.

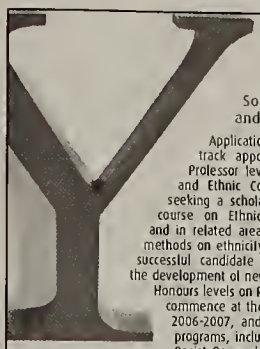
## SCHOOL OF SOCIAL SCIENCES

The School has four degree programs: Sociology, Social Science, Political Science, and Public Management and Policy (joint program with the School of Administrative Studies), and offers a number of areas of concentration dealing with communication studies, geography, Diaspora cultures, gender and families, political economy, public policy and administration, social justice studies, and work and the workplace, as well as certificate programs including the Certificate in Anti-Racist Research and Practice (CARRP), Refugee Studies, and Public Sector Management. More information on the School and its programs is available at www.atkinson.yorku.ca/SSocials/

### Political Science (Public Policy and Canadian Politics)

Applications are invited for a tenure-track appointment at the Assistant Professor level in Public Policy and Canadian Politics. The School is seeking a scholar to teach in the undergraduate and graduate Political Science programs, in particular the introductory Political Science course and Canadian Government and Politics course, as well as courses in the Public Management and Policy Specialized Honours and BA degrees. Candidates must have a PhD in Political Science, and demonstrate excellence or promise of excellence in teaching and in scholarly research and publication in the subject areas of Canadian politics and public policy. Applicants must be eligible for appointment to the Political Science Graduate program. Experience with, or a willingness to explore, the use of information technology in teaching is an asset. Applicants should fit within the interdisciplinary focus of the School.

# CAREERS CARRIÈRES



Social Science (Ethnicity and Ethnic Communities)

Applications are invited for a tenure-track appointment at the Assistant Professor level in the area of Ethnicity and Ethnic Communities. The School is seeking a scholar who will teach the core course on Ethnic Communities in Canada and in related areas such as applied research methods on ethnicity or immigration policy. The successful candidate will provide leadership in the development of new degrees at the BA and BA Honours levels on Race, Ethnicity and Culture to commence at the start of the academic year 2006-2007, and will participate in related programs, including the Certificate in Anti-Racist Research and Practice (CARRP), and Concentration in Diaspora Studies. The appointment is in the School of Social Sciences, with assignment of primary responsibilities to the Race, Ethnicity and Culture degree program once approved by Senate. Candidates must have a PhD in Sociology, Anthropology, Political Science or Cultural Geography (or a PhD completed by the date of appointment), with excellence or promise of excellence in teaching, and demonstrated expertise and publications in the subject areas of ethnicity and ethnic communities. Specialized competence in theories and methods related to the study of ethnicity is also required. Applicants must be eligible for appointment to a York University Graduate program.

The deadline for receipt of completed applications is November 8, 2004. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests and experience, and three letters of reference should be sent to: Hiring Committee, Chair, School of Social Sciences, Room 303 Atkinson Building.

The School of Social Sciences would also like to draw attention to the possibility of a cross-appointment with the School of Administrative Studies (SAS) in the area of Public Administration advertised above under the SAS section. Interested applicants should apply to that advertisement.

## SCHOOL OF SOCIAL WORK

The School has close ties with diverse local communities and actively pursues community-based research. Faculty members have the opportunity to liaise with these communities and also participate in interdisciplinary research projects within the York community. The School's mission statement articulates a commitment to social justice and human rights issues. More information on the School and its mission and programs is available at www.atkinson.yorku.ca/SOWK/

Social Work

Applications are invited for a contractually limited position for a term of up to three years in Social Work at the Assistant Professor level. Candidates should show excellence or promise of excellence in teaching and in scholarly research and publication. Depending on the qualifications of the successful candidate, the position may involve graduate teaching and supervision in addition to undergraduate teaching and research. Candidates must have a graduate degree in Social Work and a PhD degree (or PhD near completion), with preference being given to a PhD (or PhD near completion) in Social Work.

The deadline for receipt of completed applications is November 30, 2004. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference and teaching evaluations should be sent to: Karen Swift, PhD, Director, School of Social Work, Kinsmen Building.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's Web site at **www.yorku.ca/acadjobs** or a copy can be obtained by calling the affirmative action office at **416.736.5713.** All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. For contractually limited term positions only, temporary entry for citizens of the USA and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA).

YORK UNIVERSITÉ UNIVERSITY

redefine THE POSSIBLE.

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**DALHOUSIE UNIVERSITY**

## Canada Research Chair (Tier I) in European Studies

The Faculty of Arts and Social Sciences at Dalhousie University invites applications or nominations for a Tier I Canada Research Chair in European Studies. The CRC program, established by the Government of Canada, promotes internationally recognized research excellence (please see www.chairs.gc.ca).

Appointment will be at the rank of Professor and will be conditional on the successful applicant being approved as a Tier I Canada Research Chair. The position will be filled as a tenured position with a primary appointment in one of the following departments: Classics, English, French, German, History, International Development Studies, Music, Philosophy, Political Science, Russian Studies, Sociology and Social Anthropology, Spanish, or Theatre.

Candidates must have a PhD, an outstanding research profile and an innovative and original research programme; a demonstrated ability to obtain external funding; and the ability to work co-operatively, provide leadership in an interdisciplinary environment, develop multi-faceted research projects, and work with graduate students and/or post-doctoral fellows. Although this is primarily a research appointment, the appointee will be expected to teach at the graduate and undergraduate level.

Dalhousie is the leading graduate and research University of Atlantic Canada. The Faculty of Arts and Social Sciences is developing a new broadly based, undergraduate European Studies program, combining departmental and inter-disciplinary classes. In addition to departmental responsibilities, the Chair will be expected to take a leadership role in curriculum development and research activities associated with the European Studies initiative. Applications are accordingly encouraged from scholars who have both a strong base in a discipline, and a willingness and ability to foster creative links across disciplinary boundaries within the humanities and social sciences.

Applications should include a detailed curriculum vitae, a two-page summary of the candidate's proposed research programme, and three letters of reference sent under separate cover in confidence. Deadline: **November 15, 2004**

Direct applications to:
**European Studies Chair Search Committee**
**c/o Dr. Marian Binkley**
**Office of the Dean, Faculty of Arts and Social Sciences**
**Dalhousie University, Halifax, Canada, B3H 4P9**
Fax: (902) 494-1957
Email: Marian.Binkley@Dal.Ca

Further information about the Faculty and the University can be obtained at www.dal.ca/fass.

Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with disability, racially visible persons and women.

DALHOUSIE UNIVERSITY
*Inspiring Minds*

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***Innovate...Discover...A new vision for Agricultural and Food Sciences***

## *CHIEF EXECUTIVE OFFICER*

### INSTITUTE OF FOOD AND AGRICULTURAL SCIENCES ALBERTA (IFASA)

The Province of Alberta stands on the edge of a new frontier—a frontier in which prosperity will be led by new ideas, discoveries and innovation. The time has come for Alberta to enter the world stage as a major source of discovery and innovation in agricultural and food sciences. The Province must compete on its ability to discover, create and innovate which will in turn lead to new products, new processes and new markets for Alberta industry. The development of capacity and capability in these areas is the key to the future of a sustainable and profitable agriculture and food industry in Alberta.

You can make an impact and contribute to the future growth of Alberta through the newly created Institute of Food and Agricultural Sciences Alberta (IFASA). IFASA has been established with a singular goal in mind—to lead Alberta agricultural and food related research and development to become a world leader. As such, it will become a highly developed source of value-added products and processes as well as scientific and technical knowledge. IFASA is the result of an agreement between Alberta Agriculture, Food and Rural Development, Alberta Research Council, and the University of Alberta. The Institute will be based out of the provincial capital of Edmonton.

IFASA invites applications for the position of **Chief Executive Officer**. Reporting to the Governing Board, the CEO provides the leadership and direction for the strategic plan and operation of IFASA. The CEO will create a structure for the organization and assemble a core Management Team. He/she will provide leadership and direction to the Management Team and will ensure the scope and scale of research programs (both current and proposed) builds on Alberta's unique opportunities and advantages.

The ideal CEO will be a proven leader with senior level experience in managing complex, research oriented organizations. He/she will have a good understanding of research, development and the commercialization of research and development and will be well respected by both the scientific as well as the industrial/business communities. In-depth knowledge of agriculture and food issues in Alberta will be an asset. A Ph.D. in a relevant discipline will be desired. The successful candidate will have the ability to work with related stakeholders, the government and the public.

If you are interested in playing a key role in Alberta's economic future by guiding this dynamic and leading edge research initiative, send your resume to: Ms. Elizabeth Hurley or Ms. Pam Sprague at Davies Park, 904 Oxford Tower, 10235-101 Street, Edmonton, Alberta, T5J 3G1. Fax: (780) 426-2936, Email: careers@daviespark.com

**Visit www.daviespark.com for a detailed Opportunity Profile.**

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EXECUTIVE SEARCH LLIANCE

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# CAREERS CARRIÈRES

■ **ENGLISH — University of Victoria.** The Department of English, University of Victoria, invites applications for an entry level tenure track position in the field of Canadian Literature, specifically modern and contemporary Canadian fiction and poetry. Applicants should have the capacity to work effectively in one or more of the following areas: First Nations literature, ethnic and diasporic literatures, postcolonial theory, and globalization and the production of Canadian literature. The appointment, effective July 1, 2005, will be made at the rank of Assistant Professor. Candidates should hold or be close to completing a PhD, candidates should also be prepared to provide evidence of scholarly and teaching excellence or potential. Letters of application, CVs including all university transcripts, writing sample, and confidential letters from three referees should be sent by October 31, 2004, to Dr. Thomas Cleary, Chair, Department of English, University of Victoria, P.O. Box 3070 Stn CSC, Victoria, BC, Canada V8W 3W1 (http://www.engl.uvic.ca; e-mail: english@uvic.ca). The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

■ **ENGLISH — Queen's University.** The Department of English at Queen's University invites applications from distinguished scholars, with an established publishing record and substantial teaching experience, who wish to be nominated for a faculty appointment under the Queen's National Scholar programme. Appointments under this programme are to enrich research and teaching in both new and established fields of knowledge, and will be determined through a university-wide competition. Applications are invited from scholars in any field, but the department is particularly interested in applicants with an interdisciplinary research profile and/or expertise in the following areas: Aboriginal studies, Canadian studies, contemporary literary and cultural studies, gender studies, and Victorian studies. Preference will be given to scholars in the early-to-mid career stage. Appointments under this programme will be either tenured or tenure-track, though under certain circumstances special shorter-term appointments may be made. Queen's University, located in the Thousand Islands region in proximity to Toronto, Montreal, and Ottawa, is a research-intensive institution with strong graduate programmes and among the highest undergraduate admissions standards in Canada. (Further information on the Department can be found at http://qsilver.queensu.ca/english.) The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, the details of which are posted at http://www.queensu.ca/qufa. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. A full application for this appointment at Queen's should include a curriculum vitae, three letters of reference (or a dossier from a university placement officer), a brief statement of current and prospective research interests, a short writing sample (no more than 5,000 words), and a statement regarding teaching experience. Application materials and letters of reference should be sent to Dr. Patricia Rae, Head, Department of English, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Consideration of applications will begin after October 13, 2004.

■ **ENGLISH — Queen's University.** The Department of English at Queen's University invites applications for a renewable (tenure-track) appointment at the assistant professor level from July 1, 2005, in Renaissance non-dramatic literature. Queen's University, located in the Thousand Islands region in proximity to Toronto, Montreal, and Ottawa, is a research-intensive institution with strong graduate programmes and among the highest undergraduate admissions standards in Canada. (Further information on the Department can be found at http://qsilver.queensu.ca/english.) The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, the details of which are posted at http://www.queensu.ca/qufa. Qualifications for this position include completed PhD and evidence of excellence in research and teaching. Responsibilities include both undergraduate and graduate teaching and supervision. Salary will be commensurate with qualifications and experience. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applicants should send a curriculum vitae and a short writing sample (no more than 5,000 words) and should arrange for three letters of reference (or a dossier from a university placement officer) to be sent to Professor Patricia Rae, Head, Department of English, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Consideration of applications will begin after November 12, 2004.

■ **ENGLISH — York University.** Department of English, Faculty of Arts, York University, Toronto, Ontario Canada seeks tenure-track Assistant Professors in Nineteenth-Century British Literature and Twentieth-Century Canadian Literature. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **ENGLISH — Simon Fraser University.** The Department of English invites applications for a Tier II Canada Research Chair in Poetics and Print Culture of North America at the rank of Assistant Professor or Associate Professor. We are seeking a dynamic individual to spearhead a program of research which creates links between theories of aesthetic production and practices of literary creation, dissemination, and reception. This individual will join a department whose established strengths include poetics, print culture studies, Canadian literature, postcolonial studies, and creative writing. Candidates whose research is transnational and interdisciplinary in focus are preferred. The precise area and period of specialization is open. The successful candidate will be an outstanding and innovative scholar, normally not more than ten years past the PhD, with a demonstrable international research profile, an exceptional record of publication, and strong teaching credentials. In addition to developing an independent externally funded research program, the candidate will provide leadership in creating opportunities for collaboration between departmental, university, and community researchers through colloquia, conferences, and/or publications in various media. Finally, as a major portion of this position's teaching and supervisory duties will be focused at the graduate level, the candidate will contribute to the enhancement of the department's graduate program. The appointment date is expected to be January 1, 2006. Interested applicants should send a detailed CV, six confidential letters of reference, a sample of recently published scholarly writing, and a research plan to: Dr. Tom Grieve, Chair, Department of English, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6. Complete application packages must be received by November 15, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. Interested individuals can obtain more information about Canada Research Chairs at www.chairs.gc.ca. This appointment is subject to approval by the University Board of Governors, and to approval and funding by the Canada Research Chairs Steering Committee.

■ **ENGLISH — University of British Columbia.** The Department of English at the University of British Columbia invites applications for an Open Rank Tenure-Track Position in Early Modern Drama with an emphasis on Shakespeare. Applicants must have a PhD, publications and strong evidence of active and excellent research, and some experience teaching at the post-secondary level. The department has a thriving graduate program in the field and popular undergraduate courses, as well as cross-Faculty activities. Given the tradition of excellence in Early Modern Studies at UBC, we are seeking an outstanding candidate who will participate in these activities and advance the discipline in new directions. The minimum salary for a Full Professor is $90,000, for an Associate Professor is $75,000 and for an Assistant Professor is $65,000 (all to be negotiated depending on qualifications and experience). This position is subject to funding. Applicants should submit a letter of application, an example of their published research and a current CV containing full contact information. Applicants should arrange for three confidential letters of reference to be forwarded to Dr. Gernot Wieland, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC, V6T 1Z1, Canada. Complete applications and reference letters must be received by 29 October 2004. Position start date: 1 July 2005. The UBC English Department includes 53 tenure-stream faculty, plus full-time sessionals and teaching assistants. It has a large and active Graduate Program, an Honours program, a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department WEB site for details on our programs, faculty, and activities: www.english.ubc.ca. The University of British Columbia bases on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applicants may elect to identify citizenship and immigration status.

■ **ENGLISH — University of British Columbia.** The Department of English at the University of British Columbia invites applications for a tenure-track Assistant Professor in Victorian Literature. Applicants must have a PhD, publications and strong evidence of active and excellent research, and some experience teaching at the post-secondary

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**University of Victoria**
British Columbia • Canada

## Department Chair
## Electrical and Computer Engineering

As Department Chair, you will have an exceptional opportunity to apply your demonstrated ability and potential for academic leadership and innovation. Candidates will normally have a notable record of teaching and research at a university. Applicants from industry with a strong research record and other suitable experience will be considered. Candidates should be registered as a Professional Engineer or be eligible for registration. Administrative experience will be a strong asset. Candidates should have a Ph.D. in Electrical or Computer Engineering, or a related field, and have the qualifications and standing to be appointed as a tenured Associate Professor or Tenured Professor. The appointment will be effective on or after July 1, 2005 and normally will be for a five-year term. The Department (www.ece.uvic.ca) currently has 25 faculty members, 12 support staff and over 100 graduate students, and is in the midst of ongoing growth. CEAB accredited Bachelor of Engineering degree programs in Electrical and Computer Engineering are offered. The Department together with the Department of Computer Science also offers a Bachelor of Software Engineering degree program. These undergraduate programs include mandatory co-operative education.

Graduate programs include M.Eng., M.A.Sc. and Ph.D. Faculty members are engaged in a variety of innovative research projects with a variety of sponsors. The Department's regular and emeritus faculty members include: eight Fellows of the IEEE; five Fellows of the EIC, two NSERC Industrial Research Chairs; one Fellow of the Royal Society of Canada; a Lansdowne Chair; and two Tier I and one Tier II Canada Research Chairs. The University of Victoria (www.uvic.ca) is situated in the City of Victoria, the Capital of British Columbia. Founded in 1963, the University has developed into one of Canada's leading universities with a reputation for excellence in teaching and research. Situated at the southeast tip of Vancouver Island on the picturesque west coast, Victoria enjoys one of the most scenic locales in Canada and a pleasant climate year round.

Applications will be accepted until the position is filled; however, review of applications will begin on **November 1, 2004**. Please send applications, including curriculum vitae and the names of at least six references, to: **Dean Michael Miller, Faculty of Engineering, University of Victoria, P.O. Box 3055, Victoria, BC, Canada, V8W 3P6**. E-mail: ece-chair-search@engr.uvic.ca

*The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. This advertisement is directed to both Canadian and international candidates.*

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uOttawa | ÉCOLE DE GESTION SCHOOL OF MANAGEMENT

LIÉE au LINKED with LEADERSHIP

## Assistant Professors

The School of Management of the University of Ottawa invites applications from candidates interested in research and teaching at undergraduate and graduate levels in all disciplines with priority in the following areas:

- Accounting
- Entrepreneurship
- Management of Information Systems (MIS)
- Production / Supply Chain Management

A Ph.D. and a promising research program are required for all positions. Capacity to teach in both official languages is an asset. To obtain tenure, passive knowledge of the other official language is required. The newly AACSB accredited School of Management is one of the larger management schools in Canada, with over 80 full-time faculty and some 3,100 students enrolled in our undergraduate and graduate programs. We are also a fully bilingual Management School, unique in a North American context.

Ottawa, Canada's capital, is one of the world's 10 best cities in which to live. Ottawa has a vibrant cultural life with an abundance of theatres, national museums and festivals. Despite its more than one million residents, the area is famous for its green spaces, bicycle paths and rivers, making it especially appealing to people with an active lifestyle. Ottawa, also known as 'Silicon Valley North', is a leading centre for the high technology, life sciences, education, medical sciences and bio-technology sectors.

Applications should contain a curriculum vitae and three letters of recommendation. Send or email (leck@management.uottawa.ca) the material by **November 1st, 2004** to:

**Dr. J.D. Leck, Associate Dean (Research)**
**School of Management, University of Ottawa**
**136 Jean-Jacques Lussier St., Ottawa, ON K1N 6N5**
Fax: 613-562-5166

**www.management.uOttawa.ca**

## Professeur(e)s adjoint(e)s

L'École de gestion de l'Université d'Ottawa recherche des candidates et des candidats intéressé(e)s à la recherche et à l'enseignement aux niveaux des 1er et 2ième cycles dans toutes les disciplines avec priorité dans les domaines suivants:

- Comptabilité
- Entrepreneurship
- Production et gestion de la chaîne d'approvisionnement
- Système intégré d'information (SIG)

Un doctorat et un programme de recherche solide et prometteur sont requis pour tous les postes. La capacité d'enseigner dans les deux langues officielles est un atout. Pour obtenir la permanence, une connaissance passive de l'autre langue officielle est nécessaire. L'École de gestion de l'Université d'Ottawa récemment agréée par l'AACSB International est une des plus grandes écoles au Canada, avec plus de 80 professeur(e)s à temps plein et 3,100 étudiant(e)s inscrits dans nos programmes de 1er et 2ième cycles. De plus, notre bilinguisme officiel nous distingue dans un contexte nord américain.

Ottawa, la capitale du Canada, se classe parmi les 10 premières villes au monde en ce qui a trait à la qualité de vie. Vous y trouverez une vie culturelle vibrante, animée par de nombreux théâtres, musées nationaux et festivals. Malgré une population de plus d'un million, Ottawa est renommée pour ses espaces verts, ses pistes cyclables et ses rivières. Ceux et celles qui adoptent un style de vie actif sont séduits par l'endroit. Aussi connu sous le nom de Silicon Valley North, Ottawa est chef de file dans les domaines de la haute technologie, des sciences humaines, de l'éducation, des sciences médicales et de la bio-technologie.

Les demandes d'emploi doivent inclure un curriculum vitae et trois lettres de recommandation. Faites parvenir votre demande par la poste ou par courriel (leck@gestion.uottawa.ca) au plus tard le 1er novembre 2004 à l'adresse suivante : **Joanne Leck, Doyenne associée (recherche), École de gestion, Université d'Ottawa, 136 Jean-Jacques Lussier, Ottawa, ON K1N 6N5.**
Télec: 613-562-5166.

**www.gestion.uOttawa.ca**

*The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. In certain cases, professors must have the ability to teach in both official languages to be granted tenure. Equity is a University policy. The University strongly encourages applications from women. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Please note that this offer is subject to availability of funds.*

*L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme, vieille de plus de 150 ans. Par l'entremise de l'Institut de langues secondes, l'Université offre aux membres et à leurs conjoints la possibilité de suivre des cours pour parfaire leurs connaissances de leur seconde langue officielle. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue. De plus, pour obtenir la permanence, certains professeurs devront pouvoir enseigner dans les deux langues officielles. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Toutes les personnes qualifiées sont invitées à postuler; toutefois, la priorité est accordée aux citoyens canadiens et aux résidents permanents.*

# CAREERS CARRIÈRES

level. Given the presence of the Colbeck Collection at UBC, a strong interdisciplinary, cross-Faculty 19th Century Studies program, and very popular courses in the area, we are especially interested in attracting outstanding candidates who will take us in new directions through innovative research and teaching and who will help shape the future of the discipline. The minimum salary for an Assistant Professor is $65,000 (to be negotiated depending on qualifications and experience) and this position is subject to funding. Applicants should submit a letter of application, an example of their published research and a current CV containing full contact information. Applicants should arrange for three confidential letters of reference to be forwarded to Dr. Gernot Wieland, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC, V6T 1Z1, Canada. Complete applications and reference letters must be received by 29 October 2004. Position start date: 1 July 2005. The UBC English Department includes 53 tenure-stream faculty, plus full-time sessionals and teaching assistants. It has a large and active Graduate Program, an Honours program, a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department WEB site for details on our programs, faculty, and activities: www.english.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applicants may elect to identify citizenship and immigration status.

■ **ENGLISH — University of Windsor.** The University of Windsor invites applications for two tenure-track faculty positions in the Department of English Language, Literature & Creative Writing commencing July 1, 2005. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Karl Jirgens, Head, Department of English Language, Literature & Creative Writing, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2289; Fax: 519.971.3676; Email: jirgens@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orakich, Director, Faculty Recruitment at 877-655-6608 (toll free) or recruit@uwindsor.ca.

■ **ENGLISH LANGUAGE & LITERATURE — University of Waterloo.** Applications are invited for a tenure-track position at the Assistant or Associate Professor level. We are looking for a colleague with expertise in one or more of the following areas: History and Theory of Rhetoric; Discourse Studies, Literary Theory. Complementary strengths in any area of Literature would be welcome. The successful candidate will be offered a wide range of teaching experiences from first- through fourth-year undergraduate courses to supervision of doctoral students. In addition to undergraduate programs in Literature and in Rhetoric and Professional Writing, our department offers the only PhD of its kind in Canada: an integration of literature with study in fields of rhetoric, writing, discourse and text analysis, and digital theory and design. The normal teaching load is 2 + 3, which includes one graduate course (of the instructor's design), and semesters are 13 weeks long. The minimum starting salary for Assistant is $58,000 and for Associate $73,000. Please visit our website at http://english.uwaterloo.ca for more information. Appointment effective July 1, 2005. The University of Waterloo is a research-intensive public institution, with the largest and most successful cooperative education program in North America. Year after year, in Maclean's Magazine national rankings, Waterloo is among the two or three top comprehensive universities in the country and, for 11 years in a row, has been named "high-est quality," "most innovative", and "best overall" in the national reputational survey. The university is located in a mid-sized city, one hour from Toronto, fifty minutes from Pearson International Airport. Consideration of applications will begin January 3, 2005. Please send letter, curriculum vitae, and supporting documents (graduate transcripts, writing sample), and arrange for three letters of reference to be sent to: Dr. Kevin McGuirk, Chair, Department of English Language and Literature, University of Waterloo, Waterloo ON N2L 3G1. Indicate in your cover letter if you will be attending the MLA convention in Philadelphia and would like to schedule a preliminary meeting. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **ENSEIGNEMENT DE LANGUE SECONDE — Université d'Ottawa.** L'Institut des langues secondes (**ILS**) coordonne les multiples activités relatives à l'enseignement et à l'évaluation des compétences langagières à l'Université d Ottawa. La personne choisie sera un chef de file dans le domaine de l'enseignement, de la recherche et de l'évaluation des compétences langagières; elle aura pour mandat de donner à l'ILS un rôle prépondérant dans l'industrie de la langue au Canada. Elle sera détentrice d'un doctorat spécialisé en mesure et évaluation ou en didactiques des langues et, idéalement, d'un diplôme de maîtrise en administration des affaires ou d'une expérience équivalente. Elle devra aussi posséder une excellente maîtrise du français et de l'anglais. En plus d'une bonne expérience universitaire et administrative et d'un bon dossier de publications et de subventions, elle possedera des qualités d'entrepreneur. Outre ses responsabilités d'enseignement, la personne choisie coordonnera le secteur de l'évaluation (administration et supervision de toutes les opérations). Elle assurera la promotion d'un esprit entrepreneurial à l'ILS et à la Faculté des arts, suscitera la recherche de partenaires pour les projets de l'ILS ou des sciences du langage et travaillera à l'élaboration de programmes de formation, de projets d'entreprises et de recherches pluridisciplinaires rassemblant des spécialistes d'autres départements et facultés. L'embauche se fera au rang d'agrégé ou de titulaire. Le poste mènera à la permanence. La date d'entrée en fonction est le 1er juillet 2005. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi et encourage tortement les hommes à présenter leur candidature. Prière d'adresser sa lettre de candidature, son curriculum vitae, ses publications récentes et trois lettres de recommandation avant le 1er novembre 2004 à: Madame Marie-Claude Tréville, directrice, Institut des langues secondes, Université d'Ottawa, 600, rue King Edward, Ottawa (Ontario) K1N 6N5. Tél.: 613-562-5359 Télécopieur 613-562-5126. Courriel: treville@uottawa.ca.

■ **ENTREPRENEURSHIP — Wilfrid Laurier University.** The Department of Business at Wilfrid Laurier University invites applications for a two tenure-track positions in Finance commencing July 1, 2005, subject to budgetary approval. For a detailed position description, visit our website at http://www.wlu.ca/academic/postings/bus.shtml.

■ **ENVIRONMENTAL CHEMISTRY — University of Toronto.** The Department of Chemistry, University of Toronto, invites applications for a Canada Research Chair (CRC) in field measurements of global environmental chemistry, effective on or after July 1, 2005. Preference will be given to candidates with expertise in developing and deploying state-of-the-art analytical techniques to study aspects of the climate system, as broadly defined to include the atmosphere, biosphere, oceans and/or lithosphere. The candidate should complement existing strengths in environmental science at the University of Toronto. Applications are sought for candidates at the assistant professor or early associate professor level, i.e. CRC Tier II. This position is one of four in the area of Climate at Toronto. (For information on the CRC program, please see http://www.chairs.gc.ca/.) Applicants are expected to establish a research program in which international leadership in a field of study will be widely recognized. The successful candidate will be expected to conduct an active and innovative research program and to effectively teach courses at both the undergraduate and graduate levels in the Department. Salary will commensurate with qualifications and experience. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications will be accepted until October 1, 2004. Applicants should provide a curriculum vitae, statement of teaching philosophy and interests, an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 151 Toronto, Ontario M5S 3H6, Canada. You may mail your material to the address above, or email to, chmsrch@chem.utoronto.ca. If you are submitting electronically, only PDF documents will be accepted.

■ **ETHNICITY & RACIALIZATION — The University of British Columbia.** The Department of Anthropology and Sociology invites applications for an Assistant Professor of Sociology (tenure track) in the area of Ethnicity and Racialization, effective July 1, 2005. The position is subject to final budgetary approval. The minimum salary for an Assistant Professor is $65,000 (to be negotiated commensurate with qualifications and experience). A PhD as well as evidence of a significant research record and of a commitment to excellence in teaching are required. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of British Columbia hires on the basis of merit and is committed to employment equity. Inquiries and applications, including three letters of reference (sent under separate cover), curriculum vitae, a sample of written work, and a summary of current and future research and teaching interests, must be received by November 12, 2004 to Dr. David Pokotylo, Head, Department of Anthropology and Sociology, The University of British Columbia, 6303 N.W. Marine Drive, Vancouver, B.C. Canada V6T 1Z1.

■ **ÉTUDES FRANÇAISES — Université York.** Le Département d'Études françaises du Collège universitaire Glendon, faculté bilingue d'arts libéraux de l'Université York, sol-


## PRESIDENT
### Luther College – Regina

LUTHER COLLEGE HIGH SCHOOL UNIVERSITY

Luther College is a liberal arts college in a Christian context federated with the University of Regina. It has been offering an excellent academic program, in the context of a supportive and personalized community, since 1913. Today, over 1,300 students are enrolled at Luther's two campuses for their high school and university educations. This comprehensive education attracts many students, over half of them non-Lutherans who value the aims and qualities of Luther College. The College has over 10,000 alumni, many of whom have distinguished themselves in the professions, science and the arts, commerce, government, and public life. For more information about Luther College, please consult www.luthercollege.edu.

The President provides leadership and overall strategic direction for the operation of the academic and business affairs of the College, reporting to a fourteen-member Board of Regents comprising individuals from church laity, clergy, education, business and various professions.

The ideal candidate will bring demonstrated success through leadership experiences in an academic setting. S/he will have an ability to foster a positive, open, cooperative academic institution focused on learning and the development and dissemination of knowledge within a Christian context. Candidates should have an earned doctorate or highest credential in their discipline, along with an outstanding record of achievement in teaching, research/scholarly activity and service.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Luther College is committed to employment equity and encourages applications from all qualified candidates including women, aboriginal people, visible minorities and people with disabilities.

Provence consulting inc.

**Should you want to learn more about this special opportunity,**
call Libby Dybikowski or Alex Verdecchia at (604) 913-7768 or forward your CV,
a letter of introduction and the names of three referees in confidence to
Provence Consulting, Suite 202 – 1555 Marine Drive, West Vancouver, BC V7V 1H9
Fax: (604) 913-8356, e-mail search@provenceconsulting.com
*We will communicate with all who express interest*



uOttawa

L'Université canadienne
Canada's university

Son emplacement stratégique au cœur de la capitale du pays, la grande variété de ses programmes d'enseignement et de recherche, offerts dans les deux langues officielles du Canada, sa diversité croissante ainsi que sa perspective nationale font de l'Université d'Ottawa « l'Université canadienne » par excellence.

With its strategic location at the heart of Canada's capital, its broad variety of teaching and research initiatives offered in Canada's two official languages, its cosmopolitan environment, and its national perspective, the University of Ottawa is truly Canada's University.

Université d'Ottawa

## Deux postes de professeur(e),
préférablement au rang d'adjoint

**FACULTÉ** Sciences sociales, Département de science économique

**STATUT** Postes à temps plein menant à la permanence. L'attribution des postes est soumise à une approbation budgétaire.

**CRITÈRES DE SÉLECTION** Les candidat(e)s doivent posséder un doctorat, ou être sur le point de l'obtenir, et démontrer une aptitude à l'excellence dans la recherche et l'enseignement aux niveaux du baccalauréat, de la maîtrise et du doctorat. Tous les domaines de spécialisation de la science économique seront considérés. Comme le département offre ses programmes en français et en anglais, les candidat(e)s devront être bilingues ou pouvoir le devenir en une année. Les compétences linguistiques en français et en anglais de même que le statut de citoyenneté au Canada doivent être clairement indiqués.

**ENTRÉE EN FONCTION** 1er juillet 2005

*Les personnes intéressées à poser leur candidature doivent faire parvenir leur curriculum vitæ, une lettre décrivant leur expérience en enseignement et en recherche, leurs dossiers d'évaluation d'enseignement, s'ils sont disponibles, et trois lettres de recommandation avant le* ***15 novembre 2004 au : Professeure Rose Anne Oevlin, directrice, Département de science économique, Faculté des sciences sociales, Université d'Ottawa, 200, rue Wilbrod, Ottawa (Ontario) K1N 6N5. Télécopieur : (613) 562-5999; courriel : rodevlin@uottawa.ca***

University of Ottawa

## Two professorial positions,
preferably at the rank of Assistant Professor

**FACULTY** Social Sciences, Department of Economics

**JOB STATUS** Full-time, tenure-track positions. These positions are subject to budgetary approval.

**SELECTION CRITERIA** Candidates must possess a Ph.D., or be close to completing it, and demonstrate excellent potential in research and in teaching at the undergraduate, masters and Ph.D. levels. All fields of specialization in economics will be considered. The Department offers its programs in French and in English, thus candidates must be bilingual or become bilingual within one year. Linguistic abilities in French and English as well as citizenship status in Canada must be stated clearly.

**STARTING DATE** July 1, 2005

*Interested candidates should forward their résumé, a letter describing their teaching and research experience, teaching evaluation reports, if available, as well as three letters of reference, before* ***November 15, 2004, to: Professor Rose Anne Oevlin, Chair, Department of Economics, Faculty of Social Sciences, University of Ottawa, 200 Wilbrod Street, Ottawa, Ontario K1N 6N5. Fax: (613) 562-5999; e-mail: rodevlin@uottawa.ca***

uOttawa.ca

*L'Université a une politique d'équité en matière d'emploi. Les femmes et les membres des communautés minoritaires sont fortement encouragés à poser leur candidature. Conformément aux exigences d'Immigration Canada, la priorité sera donnée aux personnes ayant la citoyenneté canadienne ou la résidence permanente au Canada.*

*The University of Ottawa subscribes to an employment equity policy. Women and members of visible minorities are strongly encouraged to apply. In accordance with Immigration Canada, preference will be given to Canadian citizens and permanent residents.*

# CAREERS CARRIÈRES

licite des candidatures en vue d'engager un/e spécialiste en littérature québécoise (domaine du roman ou du genre bref) pour un poste de professeur(e) adjoint(e) menant à la permanence. La création de ce poste est liée à l'autorisation budgétaire de l'Université. Le/la candidat/e qualifié/e aura un doctorat en littérature québécoise; un excellent dossier de publications dans sa spécialité et une solide formation en théorie littéraire. Une experience dans l'enseignement universitaire et la recherche portant sur les autres francophonies littéraires canadiennes serait un atout. La personne choisie pour ce poste aura également la capacité d'enseigner au premier cycle (cours de littérature et cours de français langue seconde) et devra contribuer à l'enseignement dans le programme de deuxième cycle et à la supervision d'étudiants de 2e cycle. Elle devra par ailleurs faire de la recherche, participer à la vie intellectuelle du département et aux tâches administratives. Entrée en fonction: 1er juillet 2005. Date limite de candidature: 20 novembre 2004. Les personnes intéressées sont priées de faire parvenir une lettre de demande, accompagnée d'un curriculum vitae, d'échantillons de leurs publications relèves au domaine de spécialisation demandée, et trois lettres de recommandation envoyées directement par leur auteui, au Professeure Yvette Szmidt, Directrice du Oépertement d'Etudes françaises, Collège universitaire Glendon, Université York, 2275 Avenue Bayview, Toronto, Ontano, M4N 3M6, Canada. L'une de ces recommandations au moins doit porter sui l'enseignement. L'Université York est un employeur qui a adopté un programme d'action positive. Poui plus de renseignements sur le programme d'action positive, veuillez consulter le site WEB de l'Université York à l'adresse www.yorku.ca/acadjobs ou demander un exemplaire du programme auprés du bureau du programme d'action positive au numéro 416-736-5713. Toutes les personnes qualifiées sont encouragées à poser leui candidature; toutefois, priorité sera donnée aux personnes de nationalité canadienne ou détenant le statut de résident permanent.

■ **ÉTUDES FRANÇAISES — L'Université Memorial L'Université Memorial** recherche la candidature de personnes qui sont déjà spécialistes en études franco-terreneuvennes/acadiennes ou qui accepteraient de s'orienter vers la recherche et l'enseignement dans ce domaine. Voir l'annonce encadrée de la Faculty of Arts à Memorial.

■ **ÉTUDES INTERNATIONALES — Université York.** Le département d'études pluridisciplinaires du Collège universitaire Glendon, faculté bilingue d'arts libéraux de l'Université York, sollicite des candidatures pour un poste au rang de professeur/e/ adjoint/e) conduisant à la permanence dans le programme d'études internationales. La création de ce poste est liée à l'autonsation budgétaire de l'Université. Les candidat(e)s doivent être bilingues (français-anglais) démontrer un engagement manifeste envers l'enseignement et la recherche, être titulaires d'un doctorat en études internationales ou dans une discipline connexe, avoir des publications et des projets de recherche dans le domaine. Les candidat(e)s doivent pouvoir enseigner et faire de la recherche en français et en anglais. Une connaissance adéquate de l'espagnol serait également désirable. Les fonctions comprennent l'enseignement au niveau du 1ei cycle, et éventuellement aux 2e et 3e cycles, ainsi que la recherche et les tâches administratives. La personne retenue doit être en mesure d'enseigner, avec une perspective interdisciplinaire et multiculturelle, dans au moins deux des domaines suivants: (1) Economie internationale et développement international; (2) Culture et société civile internationale, y compris les dimensions du « genre » et de la religion dans les relations internationales; (3) Histoire, philosophie et théorie de la société internationale; et (4) l'Amérique latina dans les relations internationales. Prière de faire pervenir une lettre de candidature, accompagnée du curriculum vitae, à Monsieur Yves Frenette, directeur, Département d'études pluridisciplinaires, Collège universitaire Glendon, 2275 Baywew Avenue, Toronto (Ontano), Canada M4N 4M6 (frenette@glendon.yorku.ca). Date d'entrée en fonction: le 1er juillet 2005. Les candidats doivent aussi prendre des dispositions pour faire envoyei directement eu directeur du département trois lettres de recommandation, dont l'une portant essentiellement sur l'enseignement. Date limite de candidature: 15 novembre 2004. L'Université York est un employeui qui a adopté un programme d'action positive. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site WEB de l'Université York à l'adresse www.yorku.ca/acadjobs ou demander un exemplaire du programme d'action positive au numéro 416-736-5713. Toutes les personnes qualifiées sont encouragées à poser leui candidature; toutefois, priorité sera donnée aux personnes de nationalité canadienne ou détenant le statut de résident permanent.

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■ **FAMILY STUDIES — University of British Columbia.** Applications are invited foi a tenure stream Family Studies position in Intimate and Family Relations. Doctoial degree in Family Studies or a related field required. Majoi criteria in selection will be excellence in research and scholarly activities with clear potential to develop a nationally-recognized, externally-funded (e.g., SSHRC, CIHR) research program and demonstrated ability and interest in high quality teaching. UBC's B.A. and M.A. Family Studies programs offer a life-course perspective to understanding relationship dynamics and development in diverse family and societal contexts. Rooted in the curiosity driven inquiry of the liberal arts, the program provides theoretical foundations and research skills for understanding relationships and families. The program recognizes the value of the application of social science knowledge in the study of families. The successful candidate will be expected to teach undergraduate and graduate courses such as close relationships, the development of family careers, and communication in the family; within these primary areas of concern, some knowledge of intergenerational relations would be an asset but is not required. The candidate should have strengths in quantitative methodology, bringing one or more skills such as training in observational analysis, analysis of non-independent data at the dyadic/family level (e.g., HLM), and/or handling change over time (e.g., event history or survival analysis). In 1999 two programs were merged to create the School of Social Work and Family Studies. Faculty members cooperate and participate in teaching, research, the development of courses and administrative responsibilities. In 2005 the School will initiate a new PhD Program in Social Work and Family Studies with specialization in either area. Closing Date: November 12, 2004. Letter of application and curriculum vitae foi the position, together with the names of three references, should be forwarded as soon as possible to: Professor Graham Riches, Directo, School of Social Work and Family Studies, University of British Columbia, 2080 West Mall, Vancouver, BC V6T 1Z2. E-mail: sowk_dir@mail.arts.ubc.ca. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified person to apply. Howevei, Canadians and permanent residents of Canada will be given priority. Applicants may elect to identify citizenship and immigration status. Subject to final budgetary approval, the appointment will begin July 1, 2005 or as soon thereafter as approvel is received. The minimum salary for an Assistant Professor is $65,000 (to be negotiated commensuiate with qualifications and experience).

■ **FINANCE — Concordia University.** The Department of Finance at Concordia University is seeking, subject to budgetary approval, qualified applicants for tenure-track and visiting positions starting June 1, 2005. Appointments will be made up to the rank of Professor based upon qualifications and experience. Qualifications are a PhD, a strong onentation to academic research and evidence of excellent teaching. For ranks above Assistani, applicants should have a strong research record and relevant experience. The primary areas of interest are Financial Markets, International Finance, Corporate Finance, Investments, Derivative Securities and Real Estate. Other areas will also be considered. Successful candidates will be responsible foi teaching courses at the Undergraduate, MBA, MSc, and/or PhD levels. Teaching in the Executive MBA and Airline MBA Programs is also encouraged. Salaries are competitive and will be commensurate with qualifications and experience. Applicants will be expected to teach up to two courses pei term and to be active in research. The John Molson School of Business is accredited by AACSB. Contact: Applications should be submitted by December 1, 2004. Send applications, including a cumculum vitae, a statement of teaching and research interests, teaching evaluations, recent papers and three reference letters to: Di. Lorne Switzei, Chali, Department of Finance, John Molson School of Business, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8 Canada. Tel.: (514) 848-2424, ext. 2960; FAX (514) 848-4500; E-mail: witz@jmsb.concordia.ca. Concordia University is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

■ **FINANCE — Wilfrid Laurier University.** The Department of Business at Wilfrid Laurier University invites applications for a a tenure-track ai tenured position in Entrepreneurship commencing July 1, 2005, subject to budgetary approval. For a detailed position descnption, visit our website at http://www.wlu.ca/academc/postings/bus.shtml.

■ **FOREST SYSTEMS — University of Guelph.** The Department of Environmental Biology, University of Guelph invites applications foi an Assistant Professoi, tenure track, in the area of Forest Systems Biology. We are seeking a dynamic and outstanding individual, with a good record of accomplishment, who can contnbute to both teaching and research in the Department and in other inter-disciplinary programs. The successful candidate will be expected to contribute to existing undergraduate departmental courses in the forest sciences (e.g. "Current Issues in Forest Science") and to develop and teach additional courses relevant to the Department's Minor in Forest Science. Other contnbutions to undergraduate curnculum and program development in eddition to teaching at the graduete level are also expected. The successful applicant will be expected to perform in an interdisciplinary environment with forest researchers, soil scientists, plant ecologists and those from many other disciplines, including the social sciences where appropnate. The incumbent is expected to develop a competitive, externally-funded research program and to undertake both independent and collaborative research. Candidates with research interests in forest ecology, tree biology and/or traditional silvicultural systems are encouraged to apply, but special attention will be given to candidates with research interests in large-scale societal issues such as the sequestration of carbon in forest oi treed agricultural landscapes, restoration ecology, and/oi the impacts of forest harvesting on biodiversity. The position requires a PhD in forest ecology, tree biology, forest management, silviculture or similai field. Knowledge of ecophysiological, entomological/pathological and/oi microbiological processes in undisturbed or planted forests would be an asset. Post-doctoral experience is desirable but not required. Salary will be commensuiate with the qualifications and experience of the appointee. Curnculum vitae including details of academe program, a statement of teaching and research philosophies that expresses interest in a teaching/reseiich career, transcupts, names of three referees, a list of publications, and reprints or other evidence of scholarly and academic activities should be sent by November 1, 2004 to: Dr. Michael A. Oixon, Chali, Department of Environmetal Biology, University of Guelph, Guelph, Ontario, N1G 2W1. Fax: (519) 837-0756, Email: mdixon@ecs.uoguelph.ca. The position is expected to start on May 1, 2005. Further informatron about the department can be found on oui website, www.uoguelph.ca/OAC/env/. The Forest Science minor is described in the University's on-line undergraduate calendar. All qualified candidates aie encouraged to apply; howevei, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therelore particulatry encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **FRANÇAIS — Université Dalhousie.** Le département de français de l'Université Dalhousie sollicite des candidatures au rang de professeur adjoint pour un poste en littérature et culture francophones. La date d'entrée en fonction sera le 1et juillet 2005. Ce poste est sujet à l'approbation budgétaire. Le candidat idéal aura une spécialisation dans au moins un des domaines géographiques ou culturels suivants: Afrique occidentale, Maghieb, Afrique centrale, Antilles ou Océan pacifique. Tout candidat devia justifier de solides connaissances en théorie postcoloniale. Une spécialisation secondaire ou un intérêt atteste en théorie littéraire, en études féminines ou en études cinématographiques constituerait un atout. Les qualifications requises sont: un doctorat obtenu avant l'entrée en fonction, un solide dossier de recherche et une expérience pédagogique directement liée aux charges éventuelles d'enseignement. Le candidat retenu dispensera des cours aux niveaux du baccalauréat, de la maîtrise et du doctorat. La charge d'enseignement comporte des cours de langue ainsi que des cours de littérature/culture. La nature des cours à enseigner exige que le candidat possède une maîtrise parfaite de la langue française. Le salaire sera déterminé en fonction des qualifications et de l'expérience du candidat. Le délaide réception des candidatures est fixé au 15 octobre 2004. Les demandes, qui comprendront entre autres un C.V., des preuves de compétence en matière d'enseignement, trois lettres de recommandation transmises directement par les répondants, ainsi que toute autre pièce jugée pertinente, seront adressées a: M. Raymond Mopoho, Directeur, Département de français, Université Dalhousie, Halifax, N.É. B3H 4P9. Tous les candidats qualifiés sont encouragés à poser leur candidature; toutefois, les citoyens canadiens et les immigrants reçus seront considérés en priorité. L'université souscrit à la politique de l'equité en matière d'emploi et encourage des candidatures de toutes personnes qualifiées, y compris les femmes, les minontés visibles, les autochtones canadiens et les personnes handicapees.

■ **FRANÇAIS — Université de Victoria.** Le Département de français de l'Université de Victoria sollicite des candidatures pour un poste de professeur(e) adjoint(e), menant à la permanence. Date d'entrée en fonction: le 1er juillet 2005. Domaines: littérature québécoise et canadienne-française. Le candidat idéal possédera des compétences d'enseignement et de recherche dans un ou deux des domaines suivants: littérature québécoise et canadienne française du 19ème et de la première moitié du 20ème siècle, civilisation et cinéma québécois, théâtie québécois et/ou canadien-français, littérature de jeunesse, poésie québécoise. L'aptitude à l'usage des nouvelles technologies dans l'enseignement constituera un atout. Exigences: Doctorat en littérature québécoise et/ou canadienne-française, publications récentes pertinentes à la définition du poste, excellentes compétences en français et en anglais. Fonctions: Enseignement au premier et au deuxième cycle de cours de littérature québécoise et/ou canadienne française, de culture québécoise et/ou canadienne française et de français langue seconde. Les candidats sont priés de consulter le site web du département pour s'informer des programmes offerts par le département: http://web.uvic.ca/french/. Prière de faire parvenir un curriculum vitae, accompagné d'un profil de vos intérêts en recherches et en enseignement, d'exemplaires de vos publications les plus importantes, et de trois lettres de recommandation confidentielles avant le 1er novembre 2004 à: Monsieur Sada Niang, Directeur, Département de français, Université de Victoria, PO Box 3045 STN CSC, Victoria BC V8W 3P4 Canada; Téléphone: 250-721-7364 ; Télécopieur: 250-721-8724 ; Courrietchair@uvic.ca. L'université de Victoria respecte une politique d'equité en matière d'emploi et encourage les candidatures de femmes, de personnes handicapées, de membres de minorités visibles, de personnes d'origine autochtone, de personnes de toutes orientations sexuelles, ainsi que de toute autre personne susceptible de contnbuer à la diversité de l'université. Toute personne ayant les qualifications requises est encouragée à poser sa candidature. Cependant, la priorité sera accordée aux candidatures émanant de citoyens canadiens et de résidents permanents, conformément aux exigences prescrites en matière d'immigration au Canada.

■ **FRANÇAIS — Université Simon Fraser.** Le Département de français de l'Université Simon Fraser, Burnaby, Colombie-Britannique, sollicite des candidatures pour un poste, menant à la permanence, de professeur(e) adjoint(e), pour lequel la date d'entrée en fonction est le 1er septembre 2005. Ce poste est sous réserve d'approbation budgétaire. Les exigences incluent: doctorat en linguistique et/ou en linguistique appliquée avec spécialisation dans l'enseignement et l'acquisition du français, langue seconde; dossier de publication ou de réalisations dans le domaine de spécialité. Excellente connaissance de l'anglais et du français. Seront considérés d'abord les dossiers des candidat(e)s qui a) effectuent des recherches actives dans le domaine de l'enseignement de la langue et peuvent participer à des projets conjoints de recherche en linguistique appliquée; b) sont familiers avec les plus récents développements dans les nouvelles technologies utilisées dans l'enseignement assisté par ordinateur; c) ont une solide expérience dans l'enseignement au niveau universitaire (l'enseignement au niveau du 2e cycle sera reconnu comme un atout, ainsi que la compétence dans au moins une des disciplines suivantes: sémantique, sociolinguistique, traduction, pragmatique, analyse du discours). Les responsabilités du poste comprennent: l'enseignement de la langue, la linguistique et la linguistique appliquée, niveaux 1ei et 2e cycles. Le/la candidat(e) choisi(e) devra en outre assurer la supervision d'étudiants de 2e cycle, poursuivre activement des recherches en vue de publications et participer aux activités départementales, universitaires et communautaires. Prière de laile parvenir un c.v., une lettre de presentation et un dossier de recheiches avec copies des principales publications, et les noms d'au moins trois répondants au: Oirecteur, Département de français, Université Simon Fraser, B888 University Drive, Burnaby C.-B. V5A 1S6, CANADA avant le 1er novembre 2004. Nous invitons les candidat(e)s à consulter notre page web pour plus d'informations sur le département au: www.sfu.ca/french/. Toutes les personnes qualifiées sont invitées à poser leur candidature. Toutefois cette offre s'adiesse de préférence aux citoyen(ne)s canadien(ne)s et aux resident(e)s permanent(e)s. L'Université Simon Fraser a une politique d'équité en matière d'emploi et sollicite des candidatures de toutes personnes qualifiées.

■ **FRENCH — University of Windsor.** The University of Windsor invites applications for a tenure-track position in French Language and Literature at the rank of Assistant Professor commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Oi Dietmar Lage, Head, Languages, Literatures, and Cultures, University of Windsor, Windsor, Ontano, N9B 3P4; Tel. 519-253-3000, Ext. 2873; Fax: 519-971-3648, e-mail: lage@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Di. Janice Drakich, Director, Faculty Recruitment at 877-665-6606 (toll free) or recruit@uwindsor.ca.

■ **FRENCH — Dalhousie University.** The Department of French at Dalhousie University invites applications for a full-time tenure stream appointment as Assistant Professor or Lecturer (commencing July 1, 2005) in Francophone Literature and Culture, with specialization in one or more of the following geographical/cultural areas: West Africa, North Africa, Central Africa, the West Indies, or the Pacific Ocean. A solid background in post-colonial theory would be expected. A subspecialization or demonstrable interest in literary theory, women's studies or cinema studies would be an asset. This position is subject to budgetary approval. Candidates should have a PhD in hand, a well-established research programme, preferably strong teaching experience and background directly related to teaching responsibilities. The successful candidate will teach at the undergraduate as well as graduate (M.A., PhD) levels.


University of Saskatchewan
**Faculty Positions**
College of Nursing

The University of Saskatchewan, College of Nursing invites applications for a Site Coordinator and one faculty member based in Prince Albert. Both positions are tenure-track positions with a starting date of July 1, 2005. These University of Saskatchewan positions will be situated within the facilities of the First Nations University of Canada in Prince Albert.

**Qualifications**

*Ideal candidates will have a doctoral degree, with at least one degree in nursing, and must be eligible for nurse* registration in Saskatchewan. Candidates with a doctoral degree in progress are expected to complete the degree prior to consideration of tenure. Preference will be given to candidates with a funded program of research/scholarship. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

**Academic Setting**

The College of Nursing is one of six health science colleges at the University of Saskatchewan offering unique opportunities for interdisciplinary research and practice. The College offers a four-year baccalaureate program, the Nursing Education Program of Saskatchewan (NEPS), in Saskatoon, Regina, and Prince Albert in collaboration with the Saskatchewan Institute of Applied Science & Technology and the First Nations University of Canada. The College also offers a baccolaureate program for diploma-prepared nurses and a master of nursing program. An advanced nursing practice program in mental health (MN) will commence in 2005–06 and a PhD program is being planned. A successful recruitment and retention program serves Aboriginal students in nursing programs. Links with four training initiatives facilitate faculty scholarship. Areas of research focus include primary health care, public health, rural/remote, Aboriginal, forensic, and mental health. Planning for a new interprofessional health sciences facility is well underway.

A 1.5 hour drive north of Saskatoon, Prince Albert is the 3rd largest city in Saskatchewan. It is located in the brood valley of the North Saskatchewan River near the geographical center of the province where the agricultural prairie of the south and the rich forest belt of the north meet. Prince Albert functions as a service, retail and distribution centre for northern Saskatchewan's resource industries — mining, forestry and agriculture. A well-developed highway system links Prince Albert with surrounding areas.

**Site Coordinator Responsibilities**

This is an exciting new academic leadership opportunity with the College of Nursing. The Site Coordinator will be responsible for administering programs operated through the College of Nursing in Prince Albert. The Coordinator will:

- Provide leadership and support for faculty, staff, and students.
- Ensure teaching responsibilities of the College are met.
- Assist with development of the research infrastructure.
- Assess clinical placement opportunities, evaluate placements, and develop relationships.
- Serve as the College's liaison with academic and administrative units within the First Nations University of Canada, SIAST, and the University of Regina.
- Represent the College of Nursing in the wider community (Northern Intertribal Health Authority, Regional Health Authorities).
- Coordinate Prince Albert Site visits for approval/accreditation processes and participate in preparation of related documentation.
- Monitor site expenditures and ensure effective management of same.
- Teach in the programs offered in Prince Albert and participate in scholarly work as assigned (research and professional practice).

**Faculty Member Responsibilities**

Faculty teach in the graduate and undergraduate programs and participate in scholarly work (research and/or professional practice). To view additional information on the College of Nursing, please visit our website at www.usask.ca/nursing/.

**Remuneration**

Rank and salary will be commensurate with experience. There is an excellent benefits plan and research start-up support for new faculty. Positions are subject to final budgetary approval.

**Employment Equity**

The University of Saskatchewan is committed to the principles of employment equity and encourages applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities

**How to Apply**

Applicants are invited to send a curriculum vitae and the names of three references to: Dr. M. Horsburgh, Dean, College of Nursing, University of Saskatchewan, A102 Health Sciences Building, 107 Wiggins Road, Saskatoon, SK, Conado, S7N 5E5. Closing date for applications is November 1, 2004.



UBC *Faculty of Medicine*
The University of British Columbia
Vancouver, Canada

**Research Chair, Otolaryngology**

The Division of Otolaryngology, Department of Surgery, University of British Columbia will recruit a scientist specializing in ear, nose and throat research. The successful candidate will have a strong track record in: 1) the biomedical research literature, and 2) giant funding through major competitive peer review agencies. Ideally the research will integrate molecular and biomedical sciences with functional and clinical studies oi the candidate must be able to teach in graduate and Medical Schools. A strong credible clinical interest is required. The position will be filled in 2005, at an Assistant Professoi to Professor level. Interested candidates should send a CV and three reference letters to: ***Dr. Neil Longridge, Head, Division of Otolaryngology, Department of Surgery, Faculty of Medicine, Vancouver General Hospital, 4th Floor, Willow Pavilion, 805 West 12th Avenue, Vancouver, BC V5Z 1M9.***



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# CAREERS CARRIÈRES

Teaching responsibilities include language classes as well as literature/culture classes. The nature of the courses to be taught requires the candidate to be a native or near-native speaker of French. The salary will be commensurate with qualifications and experience. The deadline for applications is October 15, 2004. Applications, including a C.V., three letters of recommendation to be forwarded directly by the referee to the Department, evidence of teaching accomplishment, including teaching evaluations, and any other relevant material, should be sent to: Dr. Raymond Mopoho, Chairperson, Department of French, Dalhousie University, Halifax, NS B3H 4P9. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **FRENCH — University of Victoria.** The Department of French, University of Victoria, invites applications for an entry-level tenure-track appointment at the Assistant Professor level, beginning July 1, 2005. The successful candidate will have demonstrated excellence in teaching and research in one or more of the following areas: Quebec and French Canadian literature of the early nineteenth to mid-twentieth centuries, Quebec civilization and cinema, Quebec and/or French Canadian theatre, Children's literature, Quebec poetry. Candidates must hold a Ph.D in Quebec and/or French Canadian literature and have native or near-native fluency in French and English. The Department seeks an active researcher with relevant publications, excellent teaching credentials, knowledge of information technology and its application in second language instruction. Applicants are invited to consult the web page for information about the Department at: http://web.uvic.ca/french/. The successful candidate will teach Quebec and/or French Canadian literature and culture at the undergraduate and graduate (M.A) levels, and French as a Second Language courses at the undergraduate level. Applications including a curriculum vitae, a statement of teaching and research interests, copies of major publications, and three confidential letters of reference should be sent by November 1st, 2004 to: Dr. Sada Niang, Chair, Department of French, University of Victoria, P.O. Box 3045 STN CSC, Victoria BC V8W 3P4 Canada; Tel.: 250-721-7364; Fax: 250-721-8724; Email: chairfr@uvic.ca. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

■ **FRENCH STUDIES — York University.** The Department of French Studies at Glendon College, the bilingual Liberal Arts Faculty of York University, invites applications for a tenure-track appointment at the rank of Assistant Professor in Quebec literature (in particular novels and short narratives). This position is subject to budgetary approval by the University. Applicants should have a PhD in Quebec literature; an excellent research and publication record on subjects related to this field, and a solid background in literary theory. Experience in university teaching and research in other areas of Canadian francophone literatures would be an asset. The successful candidate will be expected to do research, teach literature and language at the undergraduate level, should be able to contribute to graduate teaching and supervision, share in administrative responsibilities, and participate on various projects of the department. Date of appointment: July 1, 2005. Deadline date for applications: November 20, 2004. Candidates are asked to send a letter of application with Curriculum Vitae, teaching evaluations, and appropriate samples of their scholarship in the required field(s) of specialization to Professor Yvette Szmidt, Chair Department of French Studies, Glendon College, York University, 2275 Bayview Avenue, Toronto, Ontario, M4N 3M6, Canada. Applicants should also arrange to have three referees send confidential letters of reference directly to the Chair of the Department. At least one of the references should address teaching. York University is an Affirmative Action Employer. The Affirmative Action program can be found on York's website at http://www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.

## G

■ **GEOGRAPHY — Memorial University of Newfoundland.** Memorial University of Newfoundland invites applications for two positions, in Cultural Geography and Cartography/GIScience. More information can be found in the display advertisement for Memorial University in this issue.

■ **GEOGRAPHY — Simon Fraser University.** The Department of Geography at Simon Fraser University seeks to appoint an Assistant Professor in Cultural Geography. This position is a tenure-track appointment starting September 1, 2005. Applicants must have a PhD by time of appointment. All applicants should have demonstrated expertise in cultural geography, and draw upon contemporary social theory as part of an empirical research agenda. The ideal candidate will focus on geographical aspects of one or more of: ethnicity, religion, class and/or gender; transnationalism and multiculturalism; social justice; and the cultural dimensions of the economy. Teaching responsibilities may include undergraduate courses in the Society & Culture stream and a graduate course in cultural geography. Applicants should forward a curriculum vitae, statement of research interests and career goals, and reprint or sample of research writing to Dr. Alex Clapp, Chair, Appointments Committee, Department of Geography, Simon Fraser University, Burnaby, British Columbia, Canada V5A 1S6. They should also arrange for three confidential letters of reference to be sent to the Chair under separate cover. The deadline for all materials is October 25, 2004. For additional information see www.sfu.ca/geography. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified persons. The position is subject to final budgetary approval.

■ **GEOGRAPHY — Simon Fraser University.** The Department of Geography at Simon Fraser University seeks to appoint an Assistant Professor in Geomorphology. The ideal candidate will have a field-based research program focusing on coastal or fluvial environments and processes. This position is a tenure-track appointment starting September 1, 2005. Applicants must have a PhD at the time of appointment, and will be expected to develop an independently funded research program. Teaching responsibilities may include undergraduate and graduate courses in geomorphology, field methods, and physical geography. Please submit your curriculum vitae, a brief description of your research interests and career goals, and a sample publication to Dr. Alex Clapp, Chair, Appointments Committee, Department of Geography, Simon Fraser University, Burnaby, British Columbia, Canada V5A 1S6. Applicants should arrange for three confidential letters of reference to be sent to the Chair under separate cover. The deadline for all materials is October 4, 2004. For additional information see www.sfu.ca/geography. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified persons. The position is subject to final budgetary approval.

■ **GERMAN — Dalhousie University.** The Department of German invites applications for a full-time tenure stream appointment, at the Lecturer or Assistant Professor level, starting July 1, 2005. The appointment will be in both the area of German literature and German philosophy. In accordance with the academic programme of the department the research specialization should be principally in the literary and philosophical tradition of German idealism. The candidate has to demonstrate familiarity with the philosophical tradition from antiquity to modernity and its influence on German literature from 1700 to the present day. Of prime importance is the candidate's ability to teach the symbiosis between literature and philosophy which defines modern German literature. The candidate has to be able to teach in German and read philosophical texts in the original languages. The position is subject to budgetary approval. The successful candidate will be expected to teach at the undergraduate and Master's levels ranging from introductory language and literature seminars to graduate seminars at the Master's level. For more information about the department, please consult our web page at: www.dal.ca/~german/german.html. The successful candidate will have a PhD or a PhD in hand, native or near native fluency in German, university-level teaching experience and a publication record. Knowledge of Latin and Greek would be an asset. Please send a letter of application, complete and updated curriculum vitae and three letters of professional recommendation by October 15, 2004 to: The Chair, Appointments Committee, Department of German, Dalhousie University, 6135 University Avenue, Halifax, Nova Scotia, Canada, B3H 4P9. Applications arriving after the deadline will not be considered. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

## H

■ **HISTORY — University of Victoria.** The Department of History invites applications for two full-time tenure-track appointments and one half-time tenure-track appointment in Canadian history. One appointment requires a research and teaching specialization on the history of British Columbia. The department also has a non-exclusive preference for research and teaching interests in the following areas: political history, racism/immigration/anti-semitism, French Canada, Native peoples, prairie history. One of the full-time appointments and the half-time appointment will be at the rank of Assistant Professor. The other full-time appointment may be at any rank. As part of its efforts to meet equity targets, the department will offer at least one of the full-time appointments to a woman scholar. The successful candidates will teach undergraduate courses, including an introductory history of Canada, and will participate in the department's MA and PhD programs. Applicants should have a completed PhD, teaching experience and publications. Applicants at Associate Professor or Professor rank should have significant publication records and other qualifications appropriate to those ranks. Letters of application, curriculum vitae, and the names and addresses of at least three referees should be sent by October 15, 2004 to Eric W. Sager, Chair, History Department, University of Victoria, P.O. Box 3045, Victoria B.C. V8W 3P4 (http://web.uvic.ca/history). Email: ewsager@uvic.ca. Current Assistant Professor salary floor: $52,000; Associate Professor salary floor: $69,000; Professor salary floor $79,000. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, peoples of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. In accordance with departmental and university equity plans and pursuant to Section 42 of the BC Human Rights Code, the selection will be limited to a woman scholar in one of the full time appointments.

■ **HISTORY — Simon Fraser University.** The Department of History at Simon Fraser University invites applications for a Tier II Canada Research Chair (CRC) in the History of the Indigenous Peoples of the Americas at the assistant or junior associate professor level. The successful candidate will possess expertise in the history of the indigenous peoples of the North American West, with a particular emphasis on the Pacific Northwest. The research chair will support and lead the teaching and research initiatives of a dynamic group of historians and others working in indigenous history at Simon Fraser University. Further information about Canada Research Chairs may be found at http://www.chairs.gc.ca. While this position involves some graduate and undergraduate teaching, it is primarily a research appointment and is supported by research funding. Applicants are invited to articulate the ways in which their research and expertise would contribute to the objectives of the position. For further information about this position and the Department, please access the History web pages at SFU http://www.sfu.ca/history. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to approval by the University Board of Governors and to approval and funding by the Canada Research Chairs Steering Committee. Review of completed applicant files will begin on November 1, 2004. Applicants should send a curriculum vitae and samples of writing and arrange for six letters of reference to be sent to: Dr. J. L. Little, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6 Canada; FAX: (604) 291-5837.

■ **HISTORY — Dalhousie University.** The Department of History at Dalhousie University invites applications for a tenure-stream position in the history of the modern Middle East, at the rank of Lecturer/Assistant Professor. The position will commence on 1 July 2005, subject to budgetary approval. The successful candidate will have research expertise in an aspect of the 19th and 20th-century Arab world (North Africa, Levant, Arabian Peninsula). A specialisation in the history of gender and sexuality, international relations and the military, law, race, religion, or, more generally, cultural or intellectual history will be an asset. The candidate will be responsible for undergraduate courses on the modern Middle East, as well as global history survey classes. Proficiency in Arabic is essential, and the candidate will be expected to supervise students at the MA and doctoral levels. The successful candidate must have a PhD or PhD in hand, and will preferably have teaching experience and publications. Please send a letter of application, curriculum vitae, university transcripts, sample publications, documentation of teaching performance, and three confidential letters of reference to: The Chair, Department of History, Dalhousie University, Halifax, NS B3H 4P9. Fax: (902) 494-3349. Email: history@dal.ca. For background information on the History Department, see our website: http://www.dal.ca/~histwww/Home.htm. Closing date for applications is 15 October 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **HISTORY — Queen's University.** The Department of History at Queen's University invites applications from established scholars specializing in any of the following three fields who could be nominated for the Queen's National Scholars program: South Asian History; Medieval History; History of the United States (with a possible ancillary field in the history of the Caribbean, the African diaspora, or foreign policy). This competitive program normally allows up to three scholars a year in the Humanities and Social Sciences to be appointed to tenure-track or tenured positions at Queen's. Applicants must have completed a PhD and show evidence both of outstanding achievement in research and scholarship and of achieved or potential high quality in teaching. Successful candidates are normally at the rank of senior Assistant or Associate Professor. Given that the preceding qualifications are met, priority is given to the objective of increasing the representation of women and designated minority groups on faculty. A successful nominee would receive an appointment effective July 2005. For further information potential applicants are referred to the general advertisements for the Queen's National Scholars program or to the website http://www.queensu.ca/principal/specials.html. A successful nominee would be responsible for maintaining an active research program, engaging in undergraduate and graduate teaching, and performing standard service duties in the department. Salary would be commensurate with qualifications and experience. Send application, a sample publication, and curriculum vitae and ask three referees to write letters by October 15, 2004, to Professor Richard Greenfield, Chair, Department of History, Queen's University, Kingston, ON 7L 3N6, Canada. In accordance with federal legislation, all qualified candidates are encouraged to apply; however Canadian citizens and Permanent Residents will be given priority in hiring. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. Academic staff at Queen's University are governed by a collective agreement, the details of which are posted at http://www.queensu.ca/qufa.

■ **HISTORY — McMaster University.** The Department of History at McMaster University invites applications for a tenure-track appointment at the rank of Assistant Professor in African or Asian History. We are seeking a candidate who may engage with one or more of the cross-faculty fields and cooperative endeavors at the university, which include globalization, communication studies, cultural studies, multimedia, and the history of medicine. The department has strong representation in the history of medicine with a cross-appointment in the faculty of Health Sciences, and the internationally renowned Medical School. We have also recently been given a generous gift to establish a Centre for Canadian History, and to hire a senior Canadian colleague as the first Lyman R. Wilson Professor in Canadian History. We are partners in McMaster's Institute for Globalization and the Human Condition in the new MA in Globalization. The successful candidate will have a PhD, demonstrated strengths in teaching and research, with a clearly defined program of research which will result in publication. Duties will include teaching a full range of undergraduate and graduate courses. The starting date for the appointment is 1 July 2005. The minimum salary will be the floor of the rank at that time. Applications, including curriculum vitae, samples of publications, and letters from three academic referees should be addressed to Professor Virginia H. Aksan, Chair, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4L9. Applications received by 15 October 2004 will be assured of consideration. Interviews will begin as soon thereafter as possible. For more information, consult the departmental website: http://www.humanities.mcmaster.ca/~history. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities, and persons with disabilities.

■ **HISTORY — McMaster University.** The Department of History at McMaster University invites applications for a tenure-track appointment at the rank of Assistant Professor in Early Modern Continental European Social or Cultural History. We are seeking a candidate who may engage with one or more of the cross-faculty fields and cooperative endeavors at the university, which include globalization, communication studies, cultural studies, multimedia, and the history of medicine. The department has strong representation in the history of medicine with a cross-appointment in the faculty of Health Sciences, and the internationally renowned Medical School. We have also recently been given a generous gift to establish a Centre for Canadian History, and to hire a senior Canadian colleague as the first Lyman R. Wilson Professor in Canadian History. We are partners in McMaster's Institute for Globalization and the Human Condition in the new MA in Globalization. The successful candidate will have a PhD, demonstrated strengths in teaching and research, with a clearly defined program of research which will result in publication. Duties will include teaching a full range of undergraduate and graduate courses. The starting date for the appointment is 1 July 2005. The minimum salary will be the floor of the rank at that time. Applications, including curriculum vitae, samples of publications, and letters from three academic referees should be addressed to Professor Virginia H. Aksan, Chair, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4L9. Applications received by 1 November 2004 will be assured of consideration. For more information, consult the departmental website: http://www.humanities.mcmaster.ca/~history. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community,


# Chaire Senior en Biocontrôle

**La Faculté des arts et des sciences sollicite des candidatures pour :**

*Un poste de professeure ou professeur au rang de titulaire au* Département de sciences biologiques dans le domaine des interactions entre les plantes, insectes et pathogènes, dans le cadre du programme des Chaires de recherche du Canada

**Date d'entrée en fonction**
À compter du 1er janvier 2005.

*Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi*

Pour de plus amples informations, veuillez consulter notre site web : www.fas.umontreal.ca

Université de Montréal

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## Scientist, Inflammation and Wound Healing

The Advanced Regenerative Tissue Engineering Centre (ARTEC) is an interdisciplinary research centre with the goal of translating basic science concepts through engineering to the clinic in soft tissue applications.

The successful candidate will join a multidisciplinary research group partially supported by Ontario Research Development Challenge Fund in partnership with the Research Institute of Sunnybrook & Women's. Located on the Bayview Campus, the global Research Institute of Sunnybrook & Women's is fully affiliated with the University of Toronto. The current complement of 160 research faculty occupies in excess of 250,000 sq.ft. of state-of-the-art research infrastructure, technical and administrative support.

The successful applicant should have a strong interest in the cellular and molecular aspects of inflammation and wound healing, with a particular focus on the skin and keratinocyte biology. Familiarity with regenerative and tissue engineering concepts, immunology and cell biology are added assets.

Academic appointments will be through one of a number of University of Toronto Departments, including, but not limited to, Surgery, Immunology, or Laboratory Medicine and Pathology.

The successful applicant will be expected to develop/maintain an independent, competitive, peer-reviewed research program of international standard. The applicant's research program would be expected to complement others within the Division of Plastic Surgery, Department of Surgery, Discipline of Cellular and Clinical Biology, including developmental Immunobiology. The position is supported with full salary commensurate with qualifications and generous start-up funding.

Please send your response to: **artec@sw.ca**
**Dr. John Laurie Semple, Director, Advanced Regenerative Tissue Engineering Centre, Sunnybrook & Women's College Health Sciences Centre, 3080 Yonge Street, Suite 6020A, P.O. Box 89, Toronto, Ontario, Canada M4N 3N1.**
Applications will be reviewed as of September 1, 2004.

*We thank all candidates for their interest, however, only those selected for interviews will be contacted. We encourage applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. Canadian citizens and permanent residents will be considered first for this position.*

SUNNYBROOK & WOMEN'S
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# CAREERS CARRIÈRES

and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities, and persons with disabilities.

■ **HISTORY — McMaster University.** The Department of History at McMaster University invites applications for a tenure track appointment at the rank of Assistant Professor in the History of Science and Technology. We are seeking a candidate who may engage with one or more of the cross-faculty fields and cooperative endeavors at the university, which include globalization, communication studies, cultural studies, multimedia, and the history of medicine. The department has strong representation in the history of medicine with a cross-appointment in the faculty of Health Sciences, and the internationally renowned Medical School. We have also recently been given a generous gift to establish a Centre for Canadian History, and to hire a senior Canadian colleague as the first Lymon R. Wilson Professor in Canadian History. We are partners in McMaster's Institute for Globalization and the Human Condition in the new MA in Globalization. The successful candidate will have a PhD, demonstrated strengths in teaching and research, with a clearly defined program of research which will result in publication. Duties will include teaching a full range of undergraduate and graduate courses. The starting date for the appointment is 1 July 2005. The minimum salary will be the floor of the rank at that time. Applications, including curriculum vitae, samples of publications, and letters from three academic referees should be addressed to Professor Virginia H. Aksan, Chair, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4L9. Applications received by 1 November 2004 will be assured of consideration. For more information, consult the departmental website: http://www.humanities.mcmaster.ca/~history. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities, and persons with disabilities.

■ **HISTORY — Dalhousie University.** The Department of History at Dalhousie University invites applications for a tenure-track position in Canadian history, at the rank of Lecturer/Assistant Professor. The position will commence on 1 July 2005, subject to budgetary approval. The successful candidate will have research expertise in one or more of the following specialisations: race and ethnicity, Aboriginal peoples, religion, gender and sexuality, or cultural history. Competence to teach undergraduate courses in both 19th and 20th century Canadian history is also required. The position entails supervising graduate students at the M.A. and doctoral levels. Applicants must have a PhD or a PhD in hand, and will preferably have teaching experience and publications. Please send a letter of application, curriculum vitae, graduate transcripts, sample publications, documentation of teaching performance, and three confidential letters of reference to: The Chair, Department of History, Dalhousie University, Halifax, NS B3H 4P9. Fax: (902) 494-3349. E-mail: history@dal.ca. For background information on the History Department, see our website: http://www.dal.ca/~histwww/Home.htm. Closing date for applications is 15 October 2004. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **HISTORY — Campion College.** Campion College, a Jesuit Catholic liberal arts college federated with the University of Regina, invites applications for a tenure track position in United States history at the level of Assistant Professor, to begin July 1, 2005, subject to final budgetary approval. The successful candidate must have expertise in post-1877 United States history and be competent to teach survey courses in United States history as well as upper-level courses in the candidate's specialty. Candidates with a second area of expertise, such as, but not limited to, women's history, religious history, or urban history, are particularly encouraged to apply. A PhD at or near completion, evidence of effectiveness in teaching and an active research program are expected. Located on the University of Regina campus, Campion offers courses in the humanities, social sciences, fine arts and natural sciences. Campion faculty are voting members of their respective faculties (e.g. Arts, Graduate Studies) of the University of Regina, and also participate extensively at the departmental level. At the present time there are fourteen history positions within the University, and three of these are at Campion. Interested applicants should forward a letter of application, a curriculum vitae, graduate transcript, and a sample of their written work. The names and addresses of three referees should be included, and applicants should arrange for the three letters of reference to be sent to: Professor Samira McCarthy, Dean, Campion College, University of Regina, 3737 Wascana Parkway, Regina, Saskatchewan, Canada S4S 0A2. Campion College encourages all qualified applicants to apply; however preference will be given to Canadians and to permanent residents of Canada. The review of applications will begin on November 1, 2004, and will continue until the position is filled.

■ **HISTORY — The University of Western Ontario.** The Department of History invites applications for exceptional scholars for a tenure-stream position at the Assistant Professor level in United States; business and economic or cultural and social HIS-US. Each applicant must have a PhD in History, Political Science or American Studies, a strong record of scholarly publication, and some university-level teaching experience in his or her subject area. The successful applicant will help develop a now established program in American Studies, and will have teaching responsibilities in that program as well as within the Department of History. Candidates should send a letter


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York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

The Faculty of Science and Engineering is a progressive and dynamic environment with over 155 faculty members. It has engaged in Teaching and Research activities for over forty years. Further information about the Faculty can be found at **www.science.yorku.ca.**

Applicants should send curriculum vitae, a detailed research plan, a description of teaching philosophy and preference, summary of research publications and the names of three references, to the relevant contact, by the appropriate deadline, to: **Faculty of Science and Engineering, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.** All positions at York University are subject to budgetary approval. Detailed descriptions of all academic positions can be found on the York University website at **www.yorku.ca/acadjobs.**

# Faculty of Science and Engineering

## CANAOA RESEARCH CHAIR (TIER 1) IN BIOTECHNOLOGY ANO HEALTH SCIENCE

Applications aie invited foi a Tiei 1 Canada Research Chair in biotechnology and health science, encompassing the areas of molecular and/or computational life sciences. Eligibility criteria and CRC program information can be found at the following website: www.chairs.gc.ca/web/program/index_e.asp. Commencement of this position will be January 1, 2006, oi as soon thereafter as the candidate is available.

The successful applicant will be a distinguished scholar with an outstanding research iecoid and demonstiated capacity foi academic feadership. The candidate will be an exceptional scientist, have a PhD and post-doctoral experience in molecular life sciences oi a related scientific field, with a focus in the areas of biotechnology and health research. Expertise in one or more of the following aieas is pieferied: biochemistiy; biotechnology; computational biology; molecular biology; structural biology; systems biology.

The successful candidate will have a strong, externally-funded research program and publication record. He or she will provide leadership in the development of biotechnology and health research at York University, in addition to contributing to teaching at the undergraduate and graduate levels. This appointment is subject to approval by the CRC program review process. Applications should be sent to: Chair, CRC Search Committee, Office of the Dean. Fax 416.736.5950. Deadline to apply: Decembei 17, 2004.

## DEPARTMENT OF CHEMISTRY

Applications are invited for a tenure-track appointment at the Assistant Professor level in the area of Organic Chemistry, to commence July 1, 2005. Of particular interest would be individuals whose research builds on existing research strengths. Further information about the department's activities can be found on our website: www.chem.yorku.ca.

The successful candidate will have a PhD, post-doctoral experience in a relevant area, and an outstanding research record. The successful candidate will be expected to develop a strong, externally-funded research program and to contribute to teaching at the undergraduate and graduate levels. Applications should be sent to: Professor E. Lee-Ruff, Chair, Search Committee, Department of Chemistry. Fax 416.736.5936. Deadline to apply: Decembei 17, 2004.

## OEPARTMENT OF ENGINEERING

Applications are invited for two tenure-track appointments at the Assistant Professor level in the areas of Computer Engineering and Space Engineering, to commence July 1, 2005. The University has established an Engineering program in these areas and further information can be found on our website: www.eng.yorku.ca.

### Computer Engineering

The candidate will have a PhD in computer engineering or a related scientific field and an outstanding research record. Post-doctoral experience would be an asset. Expertise in one or more of the following areas is pieferred: computer aichitectures; VLSI; H/W-S/W co-design; distributed or embedded systems; fault-tolerant computing; low-power computing.

### Space Engineering

The candidate will have a PhD in space engineering or a related scientific field and an outstanding research record. Post-doctoral experience would be an asset. Expertise in one or more of the following areas is preferred: spacecraft systems; space communications; satellite oibital dynamics; spacecraft materials and design; positioning and navigation.

The successful candidates will be expected to develop a strong, externally-funded research program, and contribute to teaching at the undergraduate and graduate levels. Membership or eligibility for membership in the Association of Professional Engineers of Ontario is required. The successful candidate for one of these positions will be nominated for a NSERC University Faculty Award (UFA) program. Details of the program and eligibility criteria can be found at www.nserc.ca/sl_e.asp?nav=sInav61bi=c7. Candidates meeting the UFA eligibility requirements are encouraged to apply for either of the two positions. Applications should be sent to: Chair, Engineering Search Committee, Engineering Program, 125 Pettie Science and Engineering Building Fax 416.736.5516. Deadline to apply: September 30, 2004.

## SCHOOL OF KINESIOLOGY & HEALTH SCIENCE

The School of Kinesiology & Health Science invites applications for a tenure-track appointment at the Assistant Professor level in the area of fitness/cardio-respiratory exercise physiology or human nutrition, to commence July 1, 2005. Further information about our school and programs can be found on our website: www.kinesiology.yorku.ca/.

The candidate will have a PhD and post-doctoral experience in a related scientific field and an outstanding research record. Applicants for a fitness/cardio-respiratory exercise physiology position will have expertise in fitness assessment and physical activity intervention for health, sport and work. Applicants for a human nutrition position will have expertise in nutrition specifically related to health and physical activity. The successful candidate will have, or be expected to develop, a strong, externally-funded research program and to contribute to teaching at the undergraduate and graduate levels. Applications should be sent to: Dr. Roger Kelton, Chair, Search Committee, School of Kinesiology and Health Science. Fax: 416.736.5702. E-mail: rkelton@yorku.ca. Deadline to apply: November 26, 2004.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at **www.yorku.ca/acadjobs** or a copy can be obtained by calling the affirmative action office at **416.736.5713.** All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority for all positions, except the Canada Research Chair.

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of application, a curriculum vitae (including evidence of teaching performance), and three letters of reference to: Professor Margaret Kellow, Acting Chair, Department of History, The University of Western Ontario, Social Science Centre 4328, London, Ontario N6A 5C2; Tel: (519) 661-3647; Fax: (519) 661-3010. No e-mails will be accepted. Please quote [job] when applying. The deadline for applications is Friday, November 12, 2004. Positions are subject to budget approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **HISTORY — The University of Western Ontario.** The Department of History invites applications for exceptional scholars for one (1) tenure-stream position at the Assistant Professor level in: Britain, 18th and 19th Centuries HIS-BR. Applicants must have a PhD in History, a strong record of scholarly publication, and some university-level teaching experience in his or her subject area. The Department is especially interested in scholars who have research and teaching strengths coincident with those of the Department: Culture and Society, Business and Economy, International Relations and Conflict, Technology, Health and the Environment. Candidates should send a letter of application, a curriculum vitae (including evidence of teaching performance), and three letters of reference to: Professor Margaret M.R. Kellow, Acting Chair, Department of History, The University of Western Ontario, Social Science Centre 4328, London, Ontario N6A 5C2; Tel: (519) 661-3647; Fax: (519) 661-3010. No e-mails will be accepted. Please quote the above job number when applying. The deadline for applications is Friday, November 26, 2004. Positions are subject to budget approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **HISTORY — St. Thomas University.** St. Thomas University is a Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of History invites applications for an entry-level, tenure-track position at the assistant professor level in Chinese and/or East Asian, and World History beginning July 1, 2005. The Department is developing a new curriculum that includes comparative and thematic courses that are transnational and global in scope and seeks candidates who are interested in contributing to this project. A PhD or imminent completion is required, as a demonstrated commitment to research and scholarship. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Rusty Bittermann, Chair, Department of History, St. Thomas University, Fredericton, NB E3B 5G3. Closing date: September 30, 2004, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

■ **HISTORY — The University of British Columbia.** The Department of History at the University of British Columbia will be making several tenure-track appointments over the next few years as part of its plan for comprehensive renewal and growth. Two of these, for which the Department invites applications, will be made as of 1 July 2005 at the rank of Assistant Professor, tenable at the junior or senior level of that rank, depending on qualifications. The positions are open to all areas of Canadian and Quebec History covering the nineteenth and twentieth centuries except First Nations History, where the department is searching separately. Preference will be given to candidates with a completed PhD and demonstrated excellence in teaching, research and publication record. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. The minimum salary for an Assistant Professor is $65,000 (to be negotiated depending on qualifications and experience). The closing date for receipt of applications is 15 October 2004. Applications should include a curriculum vitae, samples of published writing and a summary of current and future research interests. Applicants should send these materials and arrange for three letters of reference to be forwarded under separate cover to Dr. Allan Smith, Chair, Search Committee in Canadian History, History Department, The University of British Columbia, Room 1297, 1873 East Mall, Vancouver, B.C., V6T 1Z1Canada.

■ **HISTORY — University of Windsor.** The University of Windsor invites applications for a tenure-track faculty position in the Department of History at the rank of Assistant Professor commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact:Dr. Bruce Tucker, Head, Department of History, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519.253.3000, Ext. 2323, Fax: 519.971.3610, Email: tucker1@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **HISTORY — University of Waterloo.** Applications are invited for a tenure-track position at the Assistant Professor level in Twentieth Century United States history. All fields are invited to apply. Candidates must have a PhD and a strong commitment to research and teaching undergraduate and graduate courses. We strongly encourage candidates who have creative and innovative approaches to teaching. Ability to teach large courses is necessary. The Department of History offers a collegial atmosphere in a beautiful community one hour's drive from Toronto. Applicants should send a curriculum vitae, transcripts, list of courses taught, copies of teaching evaluations and three reference letters to Dr. Kenneth McLaughlin, Chair, Department of History, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors whenever possible. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Closing date for applications is December 1, 2004. Please note that applications sent by facsimile or e-mail will not be accepted.

■ **HISTORY & POLITICAL SCIENCE — University of Waterloo.** Applications are invited for a tenure-track position for a joint appointment in the Department of History and Political Science at the University of Waterloo at the Assistant Professor level. We are interested in candidates with expertise in modern transnational studies, with a non-Western focus. The issue areas may include global MNCs', civil society, transnational terrorism, cross border migration and refugees and humanitarian aid. Applicants taking a transnational approach to the study of Asia (including East Asia, Southeast Asia, and the Indian sub-continent), Latin America, and Africa are particularly welcomed. Candidates must have a PhD in History with an interdisciplinary interest in teaching/research in Political Science. The candidate is expected to contribute to teaching of the undergraduate level in a large class environment and at the graduate level. The appointment is effective January 1, 2005 or when filled. Salary negotiable. Send application, CV, teaching dossier, 2 or 3 samples of recent scholarly work, and three letters of reference to Professor Kenneth McLaughlin, Chair, Department of History, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 by October 12, 2004. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **HISTORY IN ART — University of Victoria.** The department of History in Art at the University of Victoria invites applications from specialists in the arts of Early Modern European (c.1500–1800), for a tenure-track position commencing July 1, 2005. A PhD is required for this appointment to be made at the rank of Assistant Professor; salary will be based on experience and qualifications. The department is one of the few in Western Canada with both undergraduate and graduate curricula, and it has a tradition of spanning a wide range of visual cultures. The department also has a strong track record of participating in interdisciplinary studies at the University of Victoria. Preference will be given to candidates whose research and teaching complements the department's efforts to integrate new approaches in the area of colonial studies, as conceived with transnational/transatlantic perspectives. A secondary cognate area of teaching competence eg., in 19th c. studies or early North American visual culture is also desirable. Applications, including curriculum vitae and course syllabi should be sent before December 15, 2004 to: Dr. Lianne McLarty, Chair, Department of History in Art, University of Victoria, Fine Arts Complex, P.O. Box 1700, Victoria, B.C., V8W 2Y2. Applicants should also arrange for three letters of reference to be sent to the above address by the same date. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal persons, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent resident will be given priority. More information about the Department of History in Art can be found at http://www.finearts.uvic.ca/historyinart/

■ **HOSPITALITY MANAGEMENT — University of Guelph.** The School of Hospitality and Tourism Management seek qualified candidates to fill an assistant professor tenure-track position in organizational behaviour and/or marketing in hospitality management with an emphasis in the lodging industry. The successful candidate will be expected to teach courses at the undergraduate and graduate levels and to conduct research in hospitality management and actively contribute to the successful functioning of the School and the industry through service work. A completed PhD (or near completion) and solid business experience in hospitality and/or tourism management is required for this position. The successful candidate will also demonstrate the ability to conduct research, teach effectively, and interact and work well with the hospitality industry. Submit a letter of application, curriculum vitae, a statement of teaching philosophy, and list of references with mailing address, phone number and e-mail contact information as soon as possible to: Dr. Marion Joppe, School Director, Chair, Search Committee, School of Hospitality and Tourism Management, University of Guelph, Guelph, Ontario, Canada N1G 2W1; FAX: (519) 823-5512; E-Mail: mjoppe@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The application deadline is October 15, 2004 or until the position is filled. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **IMMUNOLOGY — Queen's University.** The Department of Microbiology and Immunology at Queen's University, Kingston, Ontario invites applications for a faculty position at the Assistant Professor level. This is a term position in the area of immunology, ideally with an emphasis in virology. In addition to collaborative opportunities within the department, there will also be the opportunity to link to the clinical immunology group in the Department of Medicine for research, teaching and program development. The successful candidate will be expected to establish strong, independent research programs and to seek external funding for continuing salary support. Please submit a CV, statement of research interests, and names of three referees to Dr. Lewis Tomalty, Head, Department of Microbiology and Immunology, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Review of applications will commence on October 15, 2004 although applications will be accepted until the position is filled. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at http://www.queensu.ca/qufa.

■ **INDIGENOUS STUDIES — McMaster University.** Applications are invited for a tenure track position in Indigenous Studies at the rank of Assistant Professor, effective July 1, 2005. The successful candidate will serve as the Academic Director of the Indigenous Studies Programme and will be appointed to an Indigenous academic department within the Faculty of Social Sences. Candidates will have a PhD as well as demonstrated excellence in teaching and research; strong interpersonal and administrative skills are essential for the position. The successful candidate will be expected to develop an externally funded research program related to Aboriginal health and/or Indigenous medicine and be active in undergraduate teaching as well as graduate supervision. Candidates should also have a demonstrated knowledge of Indigenous issues, cultures and values; experience working in an Aboriginal community an asset. The Indigenous Studies program at McMaster University offers courses in health, spirituality, history, literature, language and culture, contemporary societies and environmental issues. More information about the program can be found at: http://www.mcmaster.ca/indigenous/. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aborginal persons, members of sexual minorities, and persons with disabilities. The closing date for applications is November 15, 2004. Applications will continue to be reviewed until the position is filled. Applications including a curriculum vitae, a representative sample of academic writing, the names of three referees and a brief statement of interest and relevant experience should be sent to: Dr. Susan J. Elliott, Dean, Faculty of Social Sciences, Kenneth Taylor Hall 129, McMaster University, 1280 Main St W, Hamilton, ON, L8S 4M4.

■ **INDUSTRIAL & MANUFACTURING SYSTEMS ENGINEERING — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Department of Industrial and Manufacturing Systems Engineering in the area of Manufacturing Systems at the rank of Associate Professor. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Leo Driet, Head, Industrial and Manufacturing Systems Engineering, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2607, Fax: 519.973.7062, Email: ldriet@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY — University of Guelph.** The Department of Psychology at the University of Guelph invites applications for a tenure-track position in Industrial/Organizational Psychology to begin July 1, 2005. A PhD is required. Industrial-Organizational Psychology. The appointment will be at the Assistant or Associate Professor level. The appointee will be a graduate from a recognized program in I/O Psychology or possess equivalent training. The successful candidate should have established an active research program in the broad area of industrial or organizational psychology, and should be willing to commit to a team approach in the delivery of a highly successful PhD program in I/O Psychology. Applications should include a curriculum vitae, a statement of research and teaching interests, a summary of relevant applied experience, and preprints/reprints. At least three letters of recommendation must support the application. All application materials should be submitted by October 31, 2004 or until a suitable candidate is found to: Harvey H.C. Marmurek, Chair, Department of Psychology, University of Guelph, Guelph, Ontario, Canada N1G 2W1. More information about the Department can be found at www.psychology.uoguelph.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an empfoyment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **INTERNATIONAL DEVELOPMENT — Saint Mary's University.** International Development Studies (IDS) is an interdisciplinary program at Saint Mary's University offering undergraduate degrees as well as MA degrees and a Graduate Diploma. The Faculty of Arts invites applications for a tenure-track position in this program at the rank of Associate level or higher commencing July 1, 2005, or January 1, 2005. The successful candidate will be expected to bring leadership to the IDS program, and assume administrative duties related to coordination of the IDS program. The specialization is open, but preference will be given to scholars in development economics or the political economy of international development, and also to those with an area interest in either Asia or Latin America. The position will be cross-appointed to an appropriate department in Saint Mary's University. Applicants must have a PhD and be established and active scholars with a strong record of publications and successful teaching at graduate and undergraduate levels in a Canadian university setting. The position involves curriculum development for the core IDS programs, supervision of Honours and Masters students, and collaboration with an interdisciplinary group of scholars from across the University. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, a commitment which it realizes through outreach activities, community-based research programs, and contributions to life-long learning. Its distinctly international character is reflected in its proportion of international students and success in securing funding for international projects. Saint Mary's has a number of collaboration agreements with universities and educational agencies around the world. The Faculty of Arts is particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. Applicants are asked to submit a curriculum vitae, an example of recent published work, and a teaching dossier. They should also provide the names, addresses and contact number for three referees, and arrange for them to submit confidential letters of reference to Saint Mary's. Application packages and letters of reference should be sent directly to Henry Veltmeyer, Acting Coordinator, International Development Studies, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files are complete. The deadline for completed applications is November 1, 2004. Although candidates of all nationalities are encouraged to apply, Canadian immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. Salary will be commensurate with rank.

■ **INTERNATIONAL DEVELOPMENT STUDIES — Dalhousie University.** The Department of International Development Studies at Dalhousie University invites applications for a tenure-stream position in Development Theory/Gender and Development, at the rank of Lecturer/Assistant Professor. The position will commence on 1 July 2005, subject to budgetary approval. We are par-

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**UBC** *Faculty of Education*
The University of British Columbia
www.lled.educ.ubc.ca

## Head, Department of Language and Literacy Education

The Faculty of Education at the University of British Columbia invites applications for the position of Head, Department of Language and Literacy Education. The Department is one of four departments in the Faculty of Education. There are 27 full-time faculty and a number of full and part time sessional instructors. The Department has 190 students enrolled in its doctoral and magistral programs and serves approximately 800–900 students enrolled in the Faculty's teacher education programs.

The Department offers programs leading to Ph.D., M.A. and M.Ed degrees, and a Diploma in Education, and it makes a major contribution to the Faculty's Teacher Education Programs. The Department includes four program areas: language and literacy education (including children's literature, drama in education, multi-literacies and technologies, teading and language arts); modern language education (teaching French as a second language, teaching French immersion); teacher librarianship; and the teaching of English as a second language (TESL). Collaboration across program areas is encouraged in order to address the needs of Canada's culturally and linguistically diverse population. Department members are active in research and scholarly activity, contribute to the professional development of teachers and other professionals, and partcipate in local, national and international academic and professional communities. They are also involved in a variety of projects with local school distncts and other community agencies. The URL for the Department is: www.lled.educ.ubc.ca

Applicants should have a strong record of scholarship in one of the program areas of the department, administrative experience, and excellent leadership skills. The successful candidate will be expected to hold an academic appointment at the tank of Professor with tenure and the headship appointment is for a five-year term. The salary is to be negotrated The appointment will be effective July 1, 2005 or a date agreed upon by the Unrversity and the successful applicant, and is subject to final budgetary approval. The closing date for *applications is September 30th, 2004 or until the position is filled. The University of British* Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent resrdents will be given priority.

Interested applicants are asked to send a letter of application, including a statement about their administrative experience, leadership skills, and a recent curnculum vitae. Applicants should arrange to have three letters of reference sent to:

*Dr. Rob Tierney, Dean*
*Faculty of Education, University of British Columbia*
*2125 Main Mall, Vancouver, B.C., V6T 1Z4*
Tel: (604) 822-2533 / Fax: (604) 822-6501 / E-mail: rob.tierney@ubc.ca

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## Queen's National Scholars (Faculty Appointments)

Queen's University
QUEEN'S UNIVERSITY AT KINGSTON

Queen's University at Kingston invites applications from outstanding scholars for faculty appointments under the Queen's National Scholars Program. These appointments are to enrich teaching and research in newly developing fields of knowledge as well as traditional disciplines. Up to four positions will be available in the following discipline groups: Humanities, Social Sciences and Health (broadly defined as in the CIHR model). The main criterion of interest to the selection committee is academic excellence regardless of other considerations. Preference will be given to scholars in the early- or mid-career stages. Another objective is to provide an opportunity to improve the proportion of women and members of designated equity groups on faculty. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications fmm women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity.

A maximum of four awards will be available in 2004/05. Appointments under this special program will be either tenure-track or special shorter term appointments in accordance with the Collective Agreement between University and the Queen's University Faculty Association.

Prior to submission of an application, applicants should contact the appropriate Department Head or Dean. Each completed application should include a curriculum vitae, a statement of current and prospective research interests and a statement regarding teaching experience or potential. Applicants should also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from at least three referees sent directly to the address below. The deadline for receipt of completed applications, including letters of reference, is *October 15, 2004* for decision in January 2005.

Applications and letters of reference should be sent to:

*The Head of the Department*
*Faculty or School of the applicant's field(s) of study*
*Queen's University, Kingston, Ontario, Canada, K7L 3N6*

All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

# CAREERS CARRIÈRES

FACULTY OF ARTS / FACULTY OF KINESIOLOGY & HEALTH STUDIES

## Tier II Canada Research Chair (CIHR) in Health Studies

The Canada Research Chairs (CRC) Program was established by the Government of Canada to enable Canadian universities to foster research excellence and enhance their role as world-class centers of research excellence in the global knowledge-based community. Information about the CRC program, including profiles of current chairholders, can be found at http://www.chairs.gc.ca/

The University of Regina is seeking to fill a CRC position (CIHR, Tier II), and invites nominations and applications in the area of Health Studies. The University has become a world leader in interdisciplinary health research through the work of units such as the Saskatchewan Population Health and Evaluation Research Institute, the Indigenous Peoples' Health Research Centre, the Centre on Aging and Health, the Anxiety and Illness Behaviours Laboratory, and the Traumatic Stress Group. This strategic emphasis at the University fosters and integrates research into the psychological, social, and biological aspects of health. Working with one or more of these units, the successful candidate will contribute to the development of a new Integrated Health Research Centre. The presence on campus of the First Nations University of Canada provides unique opportunities for collaborative research with Indigenous scholars. Preference will be given to individuals whose work has implications for Indigenous peoples. In addition, the ability to interact with researchers working in the area of health services and policy will be considered an asset.

To be eligible for a Tier II position, candidates must be established scholars with demonstrated potential of becoming world leaders in their research areas. As implied above, candidates will have the capacity to lead an interdisciplinary group of scholars, and to work with other leaders in health research. This appointment will be jointly held in the Faculty of Arts and the Faculty of Kinesiology and Health Studies.

Nominations and applications, including a curriculum vitae, a five-year research plan, and contact information for three referees, should be forwarded to the address below. The closing date for applications is **15 October 2004**; the appointment will be effective 1 July 2005, or as soon thereafter as possible. Please note that all CRC positions are subject to review and final approval by the CRC Secretariat.

The University of Regina is committed to the pursuit of research excellence, and is currently experiencing major growth in its physical facilities as well as in external research revenue, which has increased almost fourfold over the past five years. The University also emphasizes excellent teaching, and provides strong undergraduate and graduate degree offerings in Health Studies. For information about the University and its programmes, visit http://www.uregina.ca/

UNIVERSITY OF REGINA

**Contact Information:**
Dr. Robin Fisher, Dean of Arts
3737 Wascana Parkway
Regina, Saskatchewan, Canada S4S 0A2
Fax: (306) 585-5368

## Associate/Assistant Professor Health Technology Assessment

The Centre for Evaluation of Medicines, Department of Clinical Epidemiology and Biostatistics, Faculty of Health Sciences, McMaster University and St Joseph's Healthcare Hamilton are seeking excellent candidates to fill a key position in Health Technology Assessment (HTA) at the Associate/Assistant Professor level. The appointment will be contractually limited to 3 years in the first instance but with high likelihood of renewal and extension in this rapidly growing area of research

Applicants must have a PhD or equivalent in health economics or a related quantitative discipline of evaluative health services research. We are looking for a strong track record in peer reviewed funding/publication and/or other evidence of research leadership in HTA. As well, we are particularly interested in candidates with quantitative skills and experience in decision analysis, cost-effectiveness analysis and simulation modeling in the context of health technology assessment. A strong track record of collegiality and collaboration are prerequisites for this position.

The successful applicant will work as an investigator in our innovative Program for the Assessment of Technology in Health (PATH), funded in part by a $3 million grant from the Ontario Ministry of Health and Long-Term Care. The candidate will teach in the Health Research Methodology Graduate Program and/or other educational programs of the Department.

McMaster University is "research intensive" and perennially rated as the most innovative university in Canada. The successful applicant will join over 40 full-time/joint faculty and 150 research/administrative staff in the Department of Clinical Epidemiology and Biostatistics (CE&B). The Department enjoys an international reputation in the areas of clinical effectiveness research, evidence-based medicine, biostatistics, population health (community, occupational, environmental), health economics, health services research, health policy analysis, and health informatics

For more information about CE&B, the Centre for Evaluation of Medicines, the Faculty of Health Sciences, and St Joseph's Healthcare, visit www.fhs.mcmaster.ca/ceb, www.thecem.net, www.fhs.mcmaster.ca, and www.stjosham.on.ca respectively.

Applicants are invited to submit a cover letter of application, curriculum vitae, and contact details for three referees to

**R. Brian Haynes MD, PhD, Chair**
**Department of Clinical Epidemiology and Biostatistics**
**Faculty of Health Sciences**
**1200 Main Street West**
**Hamilton, Ontario, Canada L8N 3Z5**

Tel 905-525-9140 ext. 24931
E-mail: bhaynes@mcmaster.ca

McMaster University

Applications will be accepted until a suitable candidate is appointed

*All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities*

particularly interested in candidates with strong research and teaching interests in both Development Theory and Gender and Development. Applicants should have a demonstrated capacity for interdisciplinary approaches in their work. Disciplinary background and Area specialization are open, though candidates should be able to draw comparatively on examples from various parts of the global "South" in their teaching. The successful candidate will be expected to contribute to the teaching of interdisciplinary core courses in Development Studies at the second, third, and/or fourth-year levels, as well as to teach courses in their area of specialization and contribute to teaching and supervision in a rapidly growing MA program. Applicants must have a PhD or a PhD in hand, and will preferably have teaching experience and publications. Please send a letter of application, curriculum vitae, sample publications, documentation of teaching performance, and three confidential letters of reference to: Dr. David Black, Chair, Department of International Development Studies, Dalhousie University, Halifax, NS, B3H 4H6. Fax: (902)494-2105, Email: blackd@dal.ca. The deadline for receipt of applications is October 15, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **INTERNATIONAL DEVELOPMENT STUDIES — York University.** The Division of Social Science, Faculty of Arts, York University invites applications for a tenure-track appointment at the rank of Assistant Professor in the critical and interdisciplinary study of International Development (starting July 1, 2005 (subject to budgetary approval). Applicants should hold a PhD with a specialization in the field of International Development, and are expected to demonstrate the promise of excellence in both scholarship and teaching at the undergraduate and graduate levels. Applicants for the position should have research and work experience in the developing world. Although area of specialization is open, the following areas of expertise will be given preference: a) critical approaches to the contemporary practices of development and b) local development. Familiarity with development research methodologies and assessment tools will be an asset. Applicants are invited to visit the Program's website at http://www.arts.yorku.ca/ids/. Candidates are asked to submit a curriculum vitae, a statement of teaching and research interests, appropriate samples of their scholarship and teaching evaluations and arrange to have three referees send letters of reference directly to: Dr. Darryl Reed, Chair, Division of Social Science, 5756A Ross Building, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3. Tel: (416) 736-2100 x77612; fax: (416) 736-5574; email: dreed@yorku.ca. Deadline for applications is October 15, 2004. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the Affirmative Action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **INTERNATIONAL STUDIES — York University.** The Department of Multidisciplinary Studies at Glendon College, the bilingual Liberal Arts Faculty of York University, invites applications for a tenure-track position at the rank of Assistant Professor in the International Studies Programme. This position is subject to budgetary approval by the University. Candidates must be bilingual (English/French), demonstrate commitment to teaching and research, hold a PhD in international studies or related fields, have publications and current research projects in the field. The candidate must be able to teach and do research in English and French. A working knowledge of Spanish is also desirable. Duties will include teaching at the undergraduate level with some possibility of graduate teaching and supervision, research and administrative responsibilities. Candidates should show the ability to teach, from an interdisciplinary and multicultural perspective, in at least two of the following areas: (1) International Economics and International Development; (2) Culture and International Civil Society, including the gender and religious dimensions of International Relations; (3) History, Philosophy and Theory of International Society; and (4) Latin America in International Relations. Applications, including curriculum vitae, should be sent directly to Professor Yves Frenette, Chair, Department of Multidisciplinary Studies, Glendon College, 2275 Bayview Avenue, Toronto (Ontario), Canada M4N 3M6 (frenette@glendon.yorku.ca). Date of appointment: July 1, 2005. Applicants should also arrange to have three letters of reference sent directly to the Chair of the Department. At least one of the referees should address teaching. Deadline for applications: November 15, 2004. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

## K

■ **KINESIOLOGY — McMaster University.** The Department of Kinesiology of McMaster University invites applications for a tenure-track appointment at the level of Assistant Professor in the area of Biomechanics. This position will be of interest to those with training in Kinesiology, Human Factors, Ergonomics, Physical Education, Engineering, or other related disciplines. The successful candidate will have a PhD by the time of appointment and will have demonstrated excellence in teaching and research. Evidence of peer-reviewed publications and the capacity to initiate and maintain an independent research program are requirements. Postdoctoral training and demonstrated success in securing research funding would be advantageous. Duties will include undergraduate and graduate teaching, and graduate supervision. Teaching competence in the areas of human factors and injury prevention/rehabilitation would be viewed favourably. The Department of Kinesiology has 21 full-time faculty members, 775 undergraduate students and 45 graduate students. We currently offer Honours BSc Kinesiology and Honours Bachelor of Kinesiology degrees, as well as both an MSc and a PhD in Human Biodynamics. The Department has a research-intensive focus and opportunities exist for both individual and collaborative research in multiple areas, including research on special populations. Review of applications will begin on January 15th, and will continue until the position is filled. The starting date for the appointment is July 1, 2005. Applications, including a curriculum vitae, 2–3 representative publications and letters from three academic referees should be submitted to: Dr. Neil McCartney, Chair, Department of Kinesiology, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4K1; email: mccartne@mcmaster.ca; telephone: (905) 525-9140, Ext. 24469; Fax: (905) 523-6011. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **KINESIOLOGY — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Department of Kinesiology at the rank of Assistant Professor commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Robert Boucher, Acting Dean, Faculty of Human Kinetics, University of Windsor, 401 Sunset Avenue, Windsor, ON N9B 3P4, Tel: 519-253-3000, Ext. 2432, Fax:519-973-7056, Email: bouche4@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **KINESIOLOGY — University of Waterloo.** The Department of Kinesiology at the University of Waterloo invites applications at the rank of assistant or associate professor in the area of Pathoanatomy and Injury. Applications will be considered from those with research expertise in anatomy, pathoanatomy, injury mechanisms and management, or related areas. The candidates will establish a competitive, independent research program directed at solving issues related to the prevention of illness and injury and possibly forensic kinesiology. Candidates with a background in kinesiology, anatomy, physical therapy, medicine, rehabilitation science, and related areas are encouraged to apply. It is anticipated that the candidate will teach undergraduate and graduate courses in anatomy and injury prevention and management. The University of Waterloo provides an outstanding research environment and the Department of Kinesiology has a long history of outstanding research that is recognized internationally. We are seeking an individual who will provide leadership in shaping the future of Kinesiology consistent with the mission of the Department of Kinesiology (i.e., to optimize health, and prevent injury and illness through understanding movement), and the Strategic Research Plan of the University of Waterloo. See the section of the plan at http://www.research.uwaterloo.ca. The Department of Kinesiology is an inter-disciplinary department with expertise spanning from social to biological aspects of human movement, and houses the only undergraduate program in Ergonomics in Canada. The department offers B.Sc., M.Sc. and PhD degrees in Kinesiology. Applicants should send a covering letter, names of three references, and curriculum vitae to: Dr. Stuart McGill, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by fax: 519-746-6776, or E-mail: mcgill@healthy.uwaterloo.ca. Applications will be accepted until Oct 30, 2004 (or until the nomination is submitted for a projected starting date of July 1, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

## L

■ **LANGUAGES — York University.** Department of Languages, Literatures and Linguistics, Faculty of Arts, York University, Toronto, Ontario, Canada seeks a three-year, contractually-limited position in Korean, at the Assistant Professor level, to commence July 1, 2005. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for citizens of the U.S.A. and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA).

■ **LANGUAGES — York University.** Department of Languages, Literatures and Linguistics, Faculty of Arts, York University, Toronto, Ontario, Canada seeks a three-year, contractually-limited position in Hindi, at the Assistant Professor level, to commence July 1, 2005. Details at http://www.yorku.ca/acadjobs/index.htm. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for citizens of the U.S.A. and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA).

■ **LAW — University of Toronto.** The Faculty of Law invites applications from outstanding scholars for three tenure-track positions at the rank of assistant, associate or full professor to commence July 1, 2005. Successful candidates will demonstrate excellence in research and teaching as well as an interest in one or more of the following areas: Islamic Law, Commercial Law, Evidence Law and International Law and Development with an emphasis on Trade. The William C. Graham Chair in International Law and Development and/or the Canadian Research Chair in Islamic Law may be filled during this search process, at the Faculty's discretion. Salary will be commensurate with experience and qualifications. Applications should include a curriculum vitae, copies of law and graduate transcripts, copies of sample publications, a teaching dossier including course outlines, evaluations and a research plan, and at least three letters of recommendation. Writing samples will not be returned. Applications should be sent by mail to Nikki Gershbain, Secretary, Appointments Committee, Faculty of Law, University of Toronto, 84 Queen's Park, Toronto, Ontario, M5S 2C5. Electronic applications will not be accepted. The closing date for applications is November 15, 2004. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **LAW, CRIME & SOCIETY — The University of British Columbia.** The Department of Anthropology and Sociology invites applications for an Assistant Professor of Sociology (tenure track) with special expertise in the area of Law, Crime, and Society, effective July 1, 2005. The position is subject to final budgetary approval. The minimum salary for an Assistant Professor is $65,000 (to be negotiated commensurate with qualifications and experience). A PhD as well as evidence of a significant research record and of a commitment to excellence in teaching are required. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Inquiries and applications, including three letters of reference (sent under separate cover), curriculum vitae, a sample of written work, and a summary of current and future research and teaching interests, must be received by October 29, 2004 to Dr. David Pokotylo, Head, Department of Anthropology and Sociology, The University of British Columbia, 6303 N.W. Marine Drive, Vancouver, B.C. Canada V6T 1Z1.

■ **LIBRARY — University of Windsor.** The University of Windsor invites applications for a librarian position in the Leddy Library in the area of Information Literacy commencing January 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Gwendolyn Ebbett, University Librarian, Leddy Library, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3161; Fax: 519.971.3638; Email: gebbett@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **LINGUISTICS — University of Victoria.** The Department of Linguistics at the University of Victoria is pleased to announce an opening for an entry level tenure-track Assistant Professor in Applied Linguistics, effective 1 July, 2005. By the time of appointment applicants must hold a PhD in Linguistics (Applied emphasis) or in a closely related field such as Second Language Acquisition, as well as developing an excellent record of scholarly achievement and possessing demonstrable teaching skills. Any area of specialization in applied linguistics will be considered; however, we may give preference to candidates with expertise in the application of computer technologies in SLA research and pedagogy. The responsibilities of this position include graduate and undergraduate teaching in our BA and Diploma programs in Applied Linguistics and also in a new MA program in Applied Linguistics expected to begin in September 2005. Courses taught may be in any of the following areas: second language acquisition, second language teaching methodology, pedagogical grammar, sociolinguistics, or psycholinguistics. The position will also involve directing Master's and doctoral research, providing practicum support for applied linguistics students, and maintaining a successful program of research and publication. Applicants should send an application including a letter of interest, curriculum vitae, copies of representative publications, the names and addresses of three referees, and any other supporting documents to: Dr Leslie Saxon, Chair, Department of Linguistics, University of Victoria, PO Box 3045, Victoria, BC, Canada V8W 3P4; E-mail: saxon@uvic.ca. The deadline for receipt of applications is 1 October 2004. Information about the Department of Linguistics and its programs can be found on the Department's web page at http://web.uvic.ca/ling/. The University of Victoria is one of Canada's most vigorous comprehensive universities. The Department of Linguistics has strong ties to the University of Victoria's English Language Centre, the Division of Continuing Studies, and the Centre for Asia-Pacific Initiatives (CAPI). The Department of Linguistics has recently been awarded several substantial grants associated with Indigenous language studies and L2 teaching and learning, including a five-year Community-University Research Alliance (CURA) grant to support research and training in indigenous language revitalization on Vancouver Island. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply, however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

# CAREERS CARRIÈRES

## M

■ **MANAGEMENT — Concordia University.** The Department of Management at Concordia University, John Molson School of Business, is seeking, subject to budgetary approval, qualified applicants for a tenure-track position in the area of Strategy starting June 1, 2005. Qualifications include a PhD in hand or expected, and a strong research record or demonstrated research potential. Preference will be given to candidates who have a strong orientation to academic research and provide evidence of excellent teaching. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, MSc, and/or PhD levels. Teaching in the Executive MBA and Aviation MBA Programs is also possible. Salaries are competitive and, along with rank, will be commensurate with qualifications and experience. All undergraduate, Masters and PhD programs in the Faculty of Commerce and Administration at Concordia are accredited by AACSB. Applications should be submitted by October 15, 2004. Dossiers will be considered only when completed. Send applications, including a curriculum vitae, a statement of teaching and research interests (as appropriate) and three letters of reference to: Dr. Kamal Argheyd, Chair, Department of Management, Concordia University, John Molson School of Business, 1455 de Maisonneuve Blvd. W., Suite GM 503-35, Montreal, Quebec, H3G 1M8, Canada; Tel.: (514) 848-2424 ext. 2925; Fax: (514) 848-4292; E-Mail: argheyd@vax2.concordia.ca. The Department thanks all applicants for their interest, however only shortlisted candidates will be contacted. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

■ **MANAGEMENT — University of Toronto.** The Joseph L. Rotman School of Management at the University of Toronto invites applications from qualified candidates for tenure stream or tenured positions at the rank of Assistant, Associate, or Full Professor in Accounting, Business Economics, Finance, Marketing, Operations Management, Organizational Behaviour, and Strategic Management. Rank and salary will be commensurate with qualifications, teaching and practical experience. Appointments will be effective July 1, 2005. A PhD or DBA (completed or near completion) is expected, preferably with excellent teaching and research experience. Duties include research and teaching at both graduate and undergraduate level. Please send by November 28, 2004, a letter of application with curriculum vitae and the names of three references to: Dr. Peter Pauly, Associate Dean, Research and Academic Resources, Joseph L. Rotman School of Management, University of Toronto, 105 St. George Street, Toronto, Ontario, Canada, M5S 3E6; Fax: (416) 978-5433; E-Mail: pauly@rotman.utoronto.ca. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **MANAGEMENT SCIENCES — University of Waterloo.** The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications for a tenure-track position in the area of Managerial Economics/Technology Management. We are seeking an individual who has a PhD with a strong analytical background in any of the following areas (preferably more than one): microeconomics of the firm, industrial organization, alternative economic theories of the firm/firm strategy and behaviour, and/or corporate finance. The candidate must be capable of teaching, research and graduate student supervision in applied areas such as the microeconomics of technological change, design of markets in technology based industries, the economic impact of technology policy, management of technology or the economics of innovation and entrepreneurship. Individuals with an interdisciplinary research approach (e.g. combining organizational behaviour/theory, operations research or information systems with economics) and with a background in engineering or science are especially welcome. A complete description of the Department of Management Sciences can be found in the department Web site at: http://www.mansci.uwaterloo.ca/index.shtml. Exceptional candidates may be nominated for a Tier 2 SSHRC Canada Research Chair. Information on Canada Research Chairs can be found at http://www.chairs.gc.ca/. UW is a Canadian leader in research, and prides itself on close co-operation with industry through its co-op programs, research contracts and technology transfer. The Waterloo region is a major industrial centre, with a burgeoning high-tech sector, including many "spin-off" companies from research at the University of Waterloo. Waterloo offers an ideal living environment, combining the advantages of a small city with easy access to Canada's largest city, Toronto, and to numerous outdoor and indoor recreational activities. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University encourages applications from women, members of visible minorities, native peoples, and persons with disabilities. Salary will be competitive and commensurate with qualifications and experience. Review of applications will commence on October 1, 2004. Please send a detailed Curriculum Vita (including a summary of research and teaching interests), a list of courses taken at the doctoral level (for recent PhDs), one or more unpublished or published research papers, and names and addresses of at least three references to: Professor Elizabeth M. Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Ave, Waterloo, Ontario, Canada, N2L 3G1. Please direct e-mailed applications to: inquiries@manager.uwaterloo.ca.

■ **MANAGEMENT SCIENCES — University of Waterloo.** The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications for a tenure-track faculty position at the Assistant or Associate Professor level in the area of Organizational Behaviour and/or Organizational Theory. We are seeking an individual with a PhD who is capable of teaching, research and graduate student supervision in areas such as the study of technology-based companies, the organizational and behavioural aspects of innovation, entrepreneurship and technological change, or the implications of information technology on organizations. An interdisciplinary research approach (e.g. using organizational behaviour/theory with economics, operations research or information systems) and a background in engineering or science are very desirable. A complete description of the Department of Management Sciences can be found in the department Web site at: http://www.mansci.uwaterloo.ca/index.shtml. Exceptional candidates may be nominated for a Tier 2 SSHRC Canada Research Chair. Information on Canada Research Chairs can be found at http://www.chairs.gc.ca/. UW is a Canadian leader in research, and prides itself on close co-operation with industry through its co-op programs, research contracts and technology transfer. The Waterloo region is a major industrial centre, with a burgeoning high-tech sector, including many "spin-off" companies from research at the University of Waterloo. Waterloo offers an ideal living environment, combining the advantages of a small city with easy access to Canada's largest city, Toronto, and to numerous outdoor and indoor recreational activities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University encourages applications from women, members of visible minorities, native peoples, and persons with disabilities. Salary will be competitive and commensurate with qualifications and expertise. Review of applications will commence on October 1, 2004. Please send a detailed Curriculum Vita (including a summary of research and teaching interests), a list of courses taken at the doctoral level (for recent PhDs), one or more unpublished or published research papers, and names and addresses of at least three references to: Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Ave, Waterloo, Ontario, Canada, N2L 3G1. Please direct e-mailed applications to: inquiries@manager.uwaterloo.ca.

■ **MATHEMATICS — University of Waterloo.** The Department of Pure Mathematics at the University of Waterloo invites applications for a tenure-track position starting July 1, 2005. The Department is particularly interested in candidates with research interests in algebra, geometry or topology, though outstanding candidates in all areas of pure mathematics will be considered. A candidate must have a PhD by the start of the appointment. Postdoctoral experience is preferred. An appointment will be offered only to someone with outstanding research and teaching qualifications. Applicants should submit their curriculum vitae, together with the names of at least three referees, and should arrange for letters of reference to be sent directly from the referees. The deadline for applications is December 1, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal people, and persons with disabilities. Please send applications to: Dr. F. Zorzitto, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The department's Web page is at http://www.math.uwaterloo.ca/PM_Dept/index.shtml.

■ **MATHEMATICS — York University.** The Department of Mathematics at Glendon College, the bilingual Liberal Arts Faculty of York University, invites applications for a tenure-track position in analysis or probability theory at the rank of Assistant Professor. This position is subject to budgetary approval by the University. Candidates should be bilingual, French-English, and possess a PhD in mathematics. The candidate will be expected to teach and do research in both French and English. Duties will include teaching at the undergraduate level with some possibility of graduate teaching and supervision, research and administrative responsibilities. Preference will be given to candidates with proven university teaching experience, together with a strong research and publication record reflecting knowledge of both French and English scholarship, and with the ability to contribute effectively to the York graduate program. Applications including curriculum vitae should be sent directly to Professor Jean-Claude Bouhenic, Chair, Department of Mathematics, at Glendon College, York University, 2275 Bayview Avenue, Toronto, Ontario, M4N 3M6. Candidates must also arrange for three letters of reference to be sent directly to the Chair of the Department. At least one of the references should address teaching. Deadline date for applications: November 1, 2004. Date of appointment: July 1, 2005. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acad/jobs or copy request by calling the affirmative action office at 416 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **MATHEMATICS — The University of Western Ontario.** Applications are invited for a probationary (tenure track) position at the Assistant Professor level to commence July 1, 2005. The department is seeking candidates with an outstanding record of research and publication in one or more of the following areas: algebraic geometry, noncommutative geometry or number theory. The candidate is expected to have a commitment to and demonstrated aptitude for teaching at both the undergraduate and graduate levels and to supervise graduate theses. Details on the departmental research profile can be found at http://www.math.uwo.ca/research_profile.html. Those interested in applying for this position should forward a curriculum vitae and have at least four letters of reference sent to: Professor R. M. Kane, Chair, Department of Mathematics, The University of Western Ontario, London, Ontario N6A 5B7 Canada. At least one letter of reference should include a detailed comment on the teaching abilities of the applicant. We also welcome e-mail inquiries and submissions, to be sent to the address: math-pos@uwo.ca. Our web address is: http://www.math.uwo.ca. The deadline for applications is December 1, 2004. The position is subject to budget approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **MATHEMATICS & STATISTICS — University of Windsor.** The University of Windsor Invites applications for two tenure-track positions in the Department of Mathematics and Statistics in the areas of Statistics and Analysis. University at the rank of Assistant or Associate Professor commencing July 1, 2005. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. S. E Ahmed, Head, Mathematics & Statistics, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3015; Fax 519.971.3649; Email: mthstaz@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **MATHEMATICS & STATISTICS — University of Ottawa.** The Department of Mathematics and Statistics of the University of Ottawa invites applications to fill at least one tenure-track position at the Assistant Professor level starting July 1, 2005. A first priority will be given to candidates in algebra and a second priority in applied mathematics. Exceptional candidates in other fields are also invited to apply. Applicants should send a curriculum vitae, a research plan, and arrange for four confidential letters of recommendations, with one addressing teaching, to be sent to Mayer Alvo, Chairman, Department of Mathematics and Statistics, University of Ottawa, Ottawa, ON Canada, K1N 6N5. Applicants are also encouraged to include up to three copies of their most significant publications. The closing date for receipt for applications is November 15, 2004. Conditions of employment are set by a collective agreement. Employment equity is University policy and the University strongly encourages applications from women. Canadian citizens and permanent residents will be considered first. Information about the department can be found at hyperlink http://www.science.uottawa.ca/mathstat.

■ **MATHÉMATIQUES — Université York.** Le Département de mathématiques du Collège universitaire Glendon, faculté bilingue d'arts libéraux de l'Université York, sollicite des candidatures pour un poste menant à la permanence, en analyse ou théorie des probabilités, au rang de professeur(e) adjoint(e). La création de ce poste est liée à l'autorisation budgétaire de l'Université. Les candidat(e)s doivent être bilingues, français-anglais, et détenir un doctorat en mathématiques. Les candidat(e)s doivent pouvoir enseigner et faire de la recherche en français et en anglais. Les fonctions comprennent l'enseignement au niveau du 1er cycle, et éventuellement au niveau des 2e et 3e cycles, ainsi que la recherche et les tâches administratives. On donnera la préférence aux candidat(e)s qui ont de l'expérience dans l'enseignement universitaire, qui disposent d'un dossier solide en recherche et publication indiquant une connaissance des études en français et en anglais, et qui ont les compétences nécessaires pour contribuer activement au programme d'études supérieures de York. Prière de faire parvenir une lettre de candidature accompagnée du curriculum vitae à Monsieur Jean-Claude Bouhenic, directeur, Département de mathématiques, College universitaire Glendon, Université York, 2275 Bayview Avenue, Toronto (Ontario) M4N 3M6. Les candidat(e)s doivent prendre des dispositions pour faire envoyer directement trois lettres de recommandation au directeur du département. L'une de ces recommandations au moins doit porter sur l'enseignement. Date limite de candidature: 1er novembre 2004. Date d'entrée en fonction: 1er juillet 2005. L'Université York est un employeur qui a adopté un programme d'action positive. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site web de l'Université York à l'adresse www.yorku.ca/acad/jobs ou demander un exemplaire du programme auprès du bureau du programme d'action positive au numéro 416-736-5713. Toutes les personnes qualifiées sont encouragées à poser leur candidature toutefois, priorité sera donnée aux personnes de nationalité canadienne ou détenant le statut de résident permanent.

■ **MATHÉMATIQUES & STATISTIQUE — Université d'Ottawa.** Le Département de mathématiques et de statistique de l'Université d'Ottawa met au concours au moins un poste de professeur adjoint menant à la permanence. Entrée en fonction le 1er juillet 2005. Une priorité sera accordée aux candidats en algèbre et en second lieu dans le domaine des mathématiques appliquées. Les candidats exceptionnels dans tout autre domaine des mathématiques seront aussi considérés. Les candidat(e)s doivent faire parvenir leur dossier de candidature au directeur du département, Mayer Alvo, Département de mathématiques et de statistique, Université d'Ottawa, Ottawa ON Canada, K1N 6N5 au plus tard le 15 novembre 2004. Les dossiers doivent comprendre un curriculum vitae, un plan de recherche et quatre lettres de recommandation confidentielles dont une sur l'enseignement. Nous encourageons les candidat(e)s à joindre à leur dossier jusqu'à trois tirés à part de leurs contributions les plus importantes. Les conditions d'emploi sont déterminées par une convention collective. L'université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. On étudiera d'abord les demandes des citoyens canadiens et des résidents permanents. Pour plus de renseignements voir hyperlink http://www.science.uottawa.ca/mathstat.


RYERSON UNIVERSITY

# PRESIDENT & VICE CHANCELLOR

Ryerson is a university on the move. It is known for its innovative programs of study and an educational experience built on the creative integration of theoretical and applied learning. At its core are over 50 undergraduate and graduate programs distinguished by a professionally relevant curriculum and strong emphasis on research and creative activities. The G. Raymond Chang School of Continuing Education, the largest university-based program of its kind in Canada, provides a vast array of courses to meet the life-long learning needs of the Toronto community. Ryerson is experiencing extraordinary growth supported, in part, by a $210M capital expansion.

Ryerson is seeking a visionary leader who will take the University to new levels of success – an individual with a record of leadership and accomplishment that commands the respect of the University and its many stakeholders – who is excited by our innovative teaching approaches – who will work with us to continually challenge and reinvent the way modern university education is delivered – who can infuse the campus with energy and guide our continuing quest to keep our programs relevant for our students and the organizations that employ them – who will stimulate growth in research and graduate programs to strengthen the academic fabric of the University – and who will be an articulate spokesperson for the University and lead its external relations, fund raising and government relations efforts.

Ryerson is a culturally diverse community located in downtown Toronto, at the heart of Canada's largest metropolitan center. The University and its students have the extraordinary advantage of proximity to and engagement with the business and cultural communities, government, community agencies and the professions. This urban setting is integral to Ryerson's distinctive approach to learning, teaching and research.

The Board and Academic Council of Ryerson are beginning their search for an exceptional person to take office in August, 2005. Please indicate your interest in Project 7733 through the Opportunities section of www.caldwell.ca, by email to resumes@caldwell.ca, or in writing to 64 Prince Arthur Avenue, Toronto, Ontario, M5R 1B4.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Ryerson University hires on the basis of merit and is committed to the principle of equity of employment. The University welcomes diversity and encourages applications from all qualified women and men, including persons with disabilities, members of visible minorities and Aboriginal persons.

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FACULTY OF ARTS

# Tier II Canada Research Chair (NSERC) in Geomatics & Sustainability

The Canada Research Chairs (CRC) Program was established by the Government of Canada to enable Canadian universities to foster research excellence and enhance their role as world-class centers of research excellence in the global knowledge-based community. Information about the CRC program, including profiles of current chairholders, can be found at http://www.chairs.gc.ca/

The University of Regina is seeking to fill a CRC position (NSERC, Tier II), and invites nominations and applications in the area of Geomatics and Sustainability. This Chair will support research in GIS, remote sensing, and advanced spatial analysis as applied to sustainability issues on the Canadian Prairies and around the world. The University has a strong tradition in GIS research and teaching in the province of Saskatchewan. A substantial range of transdisciplinary research opportunities exists with University centres such as the Prairie Adaptation Research Collaborative (PARC), the Canadian Plains Research Center (CPRC), the Communities of Tomorrow, and the new Centre for Energy and the Environment.

To be eligible for a Tier II position, candidates must be established scholars with demonstrated potential of becoming world leaders in their research areas. Chair candidates should have a strong commitment to interdisciplinary research and the capacity to lead an interdisciplinary group of scholars.

Nominations and applications, including a curriculum vitae, a five-year research plan, and contact information for three referees, should be forwarded to the address below. The closing date for applications is **15 October 2004**, appointments will be effective 1 July 2005, or as soon thereafter as possible. Please note that all CRC positions are subject to review and final approval by the CRC Secretariat.

The University of Regina is committed to the pursuit of research excellence. In partnership with the Government of Saskatchewan and the City of Regina, the University has established the Regina Research Park. External research revenue has increased almost fourfold over the past five years. For information about the University and its programs, visit http://www.uregina.ca/

UNIVERSITY OF REGINA

**Contact Information:**
Dr. Robin Fisher, Dean of Arts
3737 Wascana Parkway
Regina, Saskatchewan, Canada S4S 0A2
Fax: (306) 585-5368

# CAREERS CARRIÈRES

Western

The University of Western Ontario

## Academic Vacancies 2005–2006
## Department of Economics

The Department of Economics, Faculty of Social Science, invites applications for positions as outlined below. Unless otherwise specified, these appointments are effective July 1, 2005 but alternate starting dates may be arranged. Applicants should specify if they are applying for limited term, probationary (tenure track) or tenured positions. General information about The University of Western Ontario can be found at http://communications.uwo.ca/western/about.html. Information about the Department of Economics can be found at http://www.ssc.uwo.ca/economics/.

### Professor

Candidates must be scholars of international reputation and good teachers. Outstanding candidates in any area of Economics will be considered seriously. Appointments at the rank of full Professor will be made with tenure from the outset. Duties include undergraduate and graduate teaching, research, supervision of graduate students, and some administrative duties.

### Assistant and Associate Professors

At the Assistant level, consideration will be given to applicants with a PhD (or expected in 2005), or equivalent qualification, who are expected to establish themselves as good teachers and recognized scholars. Field of specialization, within Economics, is not of decisive importance, and outstanding candidates in any area will be considered. Candidates at the Associate level must be scholars of international reputation and good teachers. These are tenure track and limited-term positions. Appointments at the rank of Associate Professor may be made with tenure from the outset. Duties include undergraduate and graduate teaching, research, supervision of graduate students, and some administrative duties.

* * * * *

Interested applicants should forward their curriculum vitae and at least three letters of reference sent to the

**Chair, Department of Economics**
**The University of Western Ontario**
**London, Ontario, Canada, N6A 5C2**

Closing date for receipt of applications is **November 15, 2004**

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **MECHANICAL ENGINEERING — University of Alberta.** The Department of Mechanical Engineering invites applications from outstanding individuals for one or more full-time, tenure track positions at the Assistant Professor level, but consideration may be given at the Associate or Full Professor level, depending on qualifications. As a result of our expanded undergraduate and graduate programs, we are interested in high quality candidates in the general area of Solid Mechanics. Of particular interest are individuals with expertise in either Advanced Materials, Dynamics & Controls, Biomechanics, or MEMS, with research having broad applications. We will consider applicants with interests in other areas of solid mechanics. The intention is to build on the areas of strength within the existing complement of staff and faculty. The successful candidate will be required to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a viable, externally-funded research program, and assist in the administrative duties of the department and faculty. Salary and rank will be commensurate with qualifications and experience. Candidates must hold a PhD in Mechanical Engineering or related Engineering discipline or expect to receive one before January 1, 2005. Research and/or industrial experience beyond a doctoral degree is desirable. Successful candidates will be expected, in due course, to register as a professional engineer with the Association of Professional Engineers, Geologists and Geophysicists of Alberta. Interested candidates should send a curriculum vitae, names of three references, a statement of current and future research interests as well as a specific research plan, and three papers most relevant to research interests, to: Chair, Department of Mechanical Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G8. Applications will be accepted until October 15, 2004. Information about the department can be found at http://www.mece.ualberta.ca. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **MECHANICAL ENGINEERING — University of Victoria.** Faculty positions in mechatronics and solid mechanics. The Department of Mechanical Engineering, University of Victoria, invites applications for two tenure-track faculty positions at the level of Assistant Professor. Under exceptional circumstances appointments at the Associate Professor level will be considered. Candidates for both positions must have a PhD in mechanical engineering, systems engineering, or a closely related field, and must have demonstrated ability or potential for excellence in teaching, research, graduate student supervision, verbal and written communication, and collaboration with colleagues with engineering and non-engineering backgrounds. Candidates must be registered as a professional engineer, or be eligible for and committed to registration. Both of the successful applicants will be expected to teach at the undergraduate and graduate levels, supervise graduate students, conduct research, obtain research funding, and participate in the academic affairs of the Department. Position 1 — Mechatronics: Candidates must have a solid background in applied mechatronics, and an interest in and ability for developing and implementing industry-based senior-level undergraduate projects. The successful candidate will coordinate the design project component of the Mechatronics and Embedded Systems Option. In addition to a mechanical engineering background, candidates must have experience and interest in electrical, computer and software aspects of mechatronics. The successful candidate will be expected to develop and teach a graduate course in mechatronics. Position 2 — Solid Mechanics: Candidates in the general area of solid mechanics with expertise in a wide spectrum of specializations such as applied mechanics, manufacturing and design will be considered. The Department of Mechanical Engineering at the University of Victoria offers B.Eng., M.Eng., M.A.Sc. and PhD programs. There are 19 faculty members including two Canada Research Chairs, and close to 60 graduate students in the Department. The Department is very active in research with a large number of research personnel and visiting researchers. The Department has an excellent collegial atmosphere, and attracts excellent graduate and undergraduate students. Further information on the Department can be found on the web at http://www.me.uvic.ca/. The University of Victoria (http://www.uvic.ca/) is situated in the City of Victoria, the capital of British Columbia, at the southeast tip of Vancouver Island. Founded in 1963, the University has developed into one of Canada's leading universities with a reputation for excellence in teaching and research. Victoria enjoys one of the most scenic locales in Canada and a pleasant climate year round. Applications should include a curriculum vita, a statement of teaching and research objectives and interests, and the names, complete addresses, telephone and fax numbers, and email addresses of at least four referees. Applications should be sent by September 30, 2004 to: V. Ismet Ugursal, Chair, Department of Mechanical Engineering, University of Victoria, PO Box 3055 Stn CSC, Victoria, BC, Canada V8W 3P6. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

■ **MECHANICAL ENGINEERING — The University of British Columbia.** The Department of Mechanical Engineering at the University of British Columbia invites applications for several tenure-track faculty positions in Mechatronics at the Assistant, Associate or Full Professor level. The starting date will be July 2005, or as soon as possible thereafter. The Department has introduced a new undergraduate option in Mechatronics under the 'Doubling The Opportunity' (DTO) initiative of the Government of British Columbia. The Department has an excellent reputation among the undergraduate students and entry into Mechanical Engineering is highly competitive. The successful candidates will hold a PhD degree or equivalent in Mechatronics or a closely related field and will be expected to register as a Professional Engineer in British Columbia. We are interested in candidates with a strong commitment to teaching excellence and an outstanding research record in one or more of the following areas: mechatronic design, instrumentation including sensors, actuators and control hardware, digital electronics, embedded systems and computer architecture, microsystems, signal processing for mechanical systems/biomedical engineering, precision engineering, optics and soft computing. Industrial experience in related areas is an asset. Highly qualified senior applicants will be considered for a Tier 1 Canada Research Chair (www.chairs.gc.ca). Further information on the department is available at www.mech.ubc.ca, and information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The positions are subject to final budgetary approval. Applicants should submit a complete curriculum vita (indicate country of citizenship), a statement (1- 2 pages) of research and teaching interests, and names and addresses (fax/email included) of five referees to: Professor Nimal Rajapakse, P.Eng., Head, Department of Mechanical Engineering, The University of British Columbia, Vancouver, B.C., Canada V6T 1Z4. The closing date for applications is November 1, 2004. Please do not forward applications by e-mail.

■ **MECHANICAL ENGINEERING — University of Waterloo.** The Department of Mechanical Engineering invites applications for a tenure track position in the area of Solid Mechanics, with expertise in Structural Biomechanics, at the Assistant, Associate, or Full Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have expertise in numerical modeling and research interests in musculoskeletal biomechanics with a focus on: constitutive behaviour of complex biological tissues; the structure/interaction of biological tissues and common engineering materials; and/or, theories of traumatic failure in application areas such as the head, torso, spine and synovial joints. Current research interests in the department are in the areas of joint replacement implants, impact biomechanics and crashworthiness. Strength in undergraduate design project supervision, teaching of mechanical design, and collaboration with other faculty members is considered essential. Applicants must hold a PhD in Mechanical Engineering and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin in September of 2004 or as soon as possible thereafter. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

■ **MECHANICAL ENGINEERING — University of Waterloo.** The Department of Mechanical Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the Assistant or Associate Professor rank, in the area of Experimental Fluid Mechanics. Information about the Faculty and Department can be found at http://www.eng.uwaterloo.ca/ and http://mecheng1.uwaterloo.ca/. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have a strong background and research interest in the measurement and physical modeling of fluids. Possible research areas include, but not limited to, environmental flow, turbomachinery flow, microfluidics, thermo-acoustics and flow fields in fire safety. Applicants must hold a PhD degree, have excellent communication skills, and should be eligible for registration as a professional engineer in the Province of Ontario. Successful candidates must demonstrate potential for excellence in developing and teaching courses at the undergraduate and graduate levels, supervising undergraduate and graduate student research, establishing a viable externally funded research program and providing service to the Department. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

■ **MUSIC — The University of British Columbia.** The School of Music at the University of British Columbia seeks to appoint a music theorist to a full-time tenure-track appointment at the rank of Assistant Professor. The position starts July 1, 2005. The person selected will demonstrate a high level of skill at teaching and potential to conduct important research. Preference will be given to candidates who provide convincing evidence of expertise complementary to that of current faculty, such as in music cognition, the history of music theory, or musical repertoires of emerging scholarly interest, including popular music, jazz, world music, or early music. In addition to offering graduate and undergraduate courses in areas of specialization, the successful candidate will be expected to contribute to the six-semester undergraduate music theory core curriculum in the School of Music, and to supervise graduate students. This position is subject to final budgetary approval. The person filling it will be the fourth member of a faculty group with a commitment to excellence in teaching and doing music theory that extends back over three decades. A doctoral degree, preferably in music theory, must be completed by the starting date of the position. Please send a letter of application, a curriculum vitae, and three letters of recommendation by October 15, 2004 to: Chair, Music Theory Search Committee, University of British Columbia School of Music, 6361 Memorial Road, Vancouver, B.C., V6T 1Z2, Canada. The minimum salary for an Assistant Professor is $65,000 (to be negotiated depending on qualifications and experience). UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

■ **MUSIC — The University of British Columbia.** The School of Music at the University of British Columbia seeks to appoint an ethnomusicologist to a full-time tenure-track appointment at the rank of Assistant Professor. The position starts July 1, 2005 and is subject to budgetary approval. The minimum salary for an Assistant Professor is $65,000 (to be negotiated commensurate with qualifications and experience). We are searching for an accomplished, ambitious scholar of any major world music, and for a dedicated teacher with the ability to lead a performing ensemble. Vancouver is a culturally diverse, vibrant community offering many research and performing opportunities, especially with Chinese and other East Asian cultures. The successful candidate will help shape a distinctive profile for our PhD program, supervise graduate students, work closely with diverse colleagues and students, contribute to the undergraduate curriculum, and be an activist for world music at various levels in the university and community. Applicants must complete the PhD by September 2005. Send a curriculum vitae, three letters of support, a sample syllabus for a world music course aimed at music majors, and a one-page statement of vision by November 15, 2004 to Chair, Ethnomusicology Search Committee, UBC School of Music, 6361 Memorial Road, Vancouver, BC, V6T 1Z2 Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

■ **MUSIC — Dalhousie University.** The Department of Music at Dalhousie University invites applications for a probationary tenure-track position in Piano. Effective July 1st, 2005, the position is at the rank of Assistant Professor and subject to budgetary approval. Candidates should possess a doctoral degree or equivalent professional experience. The successful candidate will


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Western

## Vice-President (Research)
The University of Western Ontario

The University of Western Ontario has achieved a prominent position among Canada's foremost research universities. The University is broadly balanced in its research strengths, with clear leadership in research that spans the arts and humanities, the social sciences, and the basic and applied biomedical and physical sciences.

By any measure – published scholarship, research grants, artistic endeavours – Western is a leading research-intensive university in Canada, with international prominence in many areas of scholarship. The University is seeking a Vice-President (Research) to provide strategic and operational leadership for encouraging a full range of research and original scholarly work at Western and for promoting that research and scholarship in local, provincial, national, and international constituencies.

Reporting to the President, the Vice-President (Research) will take responsibility for refining Western's vision of research, for acting to ensure the highest possible ethical standards, and for encouraging innovative scholarly enquiry and applied research.

The University of Western Ontario is one of Canada's leading universities in both teaching and research, with some 27,000 full- and part-time students in degree programs at the undergraduate and graduate levels. In the 2004-2005 year, Western's total expenditures will be over $850 million, including over $150 million from external research awards and major infrastructure grants. The University is committed to excellence in teaching, research, and scholarship in all of its Faculties, and recruits outstanding students and faculty in pursuit of that objective. Each year, Western's faculty receive numerous major scholarly awards. The Vice-President (Research) is part of the President's senior administrative team, working together to enhance Western's national and international scholarly reputation.

The preferred candidate for this position will have an outstanding record of scholarship and academic leadership, with a passion for the research enterprise, superior communication and interpersonal skills, and a successful track record of fostering collaboration and partnerships.

The appointment will commence July 1, 2005, or on an earlier date agreed to by the successful candidate and the President. Further information may be found at **www.uwo.ca/univsec/vpresearch**. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. Nominations and applications, including an up-to-date curriculum vitae and the names of at least three referees, will be treated in confidence and should submitted to:

**Janet Wright & Associates Inc.**
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
uwovpresearch@jwasearch.com

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# CAREERS CARRIÈRES

have an active, nationally-recognized performance career, and a strong interest in, and commitment to, teaching. Duties will include the teaching of solo and collaborative piano at the undergraduate level and courses such as Piano Pedagogy and/or Piano Literature, and the development of new areas within the department such as Collaborative Voice/Piano, historical performance practices or the piano in an interdisciplinary context. Please send a letter of application, Curriculum Vitae, three confidential letters of recommendation and a recent CD recoding representing a broad range of musical styles, by the postmark date of October 15th, 2004 to: Prof. Marcia Swanston, Chair, Piano Search Committee, Department of Music, Dalhousie Arts Centre, Dalhousie University, 6101 University Avenue, Halifax, NS B3H 3J5. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **MUSIC — Dalhousie University.** Applications are invited for a tenure track appointment in Musicology at the Assistant Professor level, effective July 1, 2005. Candidates will have completed a PhD in musicology, and will have demonstrated excellence in teaching and in research. Research should emphasize music in the context of cultural studies. Teaching duties are at the undergraduate level for music majors and non-majors. Interest in one or more of the following areas would be an asset: intersections of popular and art music traditions, music theory or analysis, issues of gender, race and class, and other interdisciplinary areas. Applications should include a letter of application, Curriculum Vitae, and three letters of recommendation, sent to Or. Jennifer Bain, Music Department Search Committee, Arts Centre, Dalhousie University, Halifax, NS B3H 3J5. Applications should be postmarked by Oct. 15, 2004. This position is subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

## N

■ **NEUROSCIENCE — The University of British Columbia.** The Brain Research Centre of UBC and Vancouver Coastal Health is embarking on a major expansion of its programs, based on recent successes in attracting substantial infrastructure funding. We have available 5 full-time tenured or tenure-track faculty positions, at both senior and junior levels, across a broad spectrum of areas in Neuroscience. Applications are invited in the areas of Stroke, Mood Disorders, Neuroprotection, Neurodegenerative Disorders, Postnatal Brain Development, Neuronal Plasticity, Synaptic Mechanisms, Cell Signaling, and Cognitive Neuroscience. The Centre specifically encourages individuals using brain imaging and/or genomic/proteomic strategies to apply. The expected start date for these appointments is July 1, 2005 or 2006. The minimum salary for Assistant Professor is $75,000, but the salary will be negotiated and commensurate with qualifications and experience. The University of British Columbia hires on the basis of merit and it is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applicants should submit a curriculum vitae, a statement of current research interests and future plans, and arrange for three (3) letters of reference to be submitted independently. Apply to: Or. Max Cynader, Director, Brain Research Centre, University of British Columbia and Vancouver Coastal Health, 2211 Wesbrook Mall, Vancouver, BC V6T 2B5 Canada. Fax: (604) 822-0361. Email: info@brain.ubc.ca. Deadline for applications is November 1, 2004.

■ **NORTHWEST COAST ARCHAEOLOGY — The University of British Columbia.** The University of British Columbia, Department of Anthropology and Sociology, invites applications for a tenure-stream position at the rank of Assistant Professor effective July 1, 2005. The position is subject to final budgetary approval. The minimum salary for an Assistant Professor is $65,000 (to be negotiated commensurate with qualifications and experience). The department seeks to hire an anthropological archaeologist with a demonstrated record of active field-based research in the archaeology of the Northwest Coast of North America and collaboration with First Nations communities. The preferred candidate will have a PhD in Anthropology or Anthropological Archaeology, and a record of excellence in research, publication, and teaching in the relevant field. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however Canadians and permanent residents of Canada will be given priority. Applications should include a curriculum vitae, letters of reference from three referees (sent under separate cover), two samples of written work, and a summary of current and future research interests, and should be sent by October 31, 2004 to: Or. David Pokotylo, Head, Department of Anthropology & Sociology, The University of British Columbia, 6303 N.W. Marine Drive, Vancouver, BC V6T 1Z1.

■ **NURSING — Baycrest Centre for Geriatric Care.** The Kunin-Lunenfeld Applied Research Unit of Baycrest Centre (fully affiliated with the University of Toronto) invites applications for a research scientist position in gerontological nursing. This person will develop a program of research in gerontological nursing, foster research within the Centre, collaborate with researchers from other disciplines, and establish research and teaching collaborations with the University of Toronto. KLARU is the clinical arm of its Research division. It is an interdisciplinary unit, whose mission is to improve care and the experience of living in long term care by conducting research that evaluates clinical practice, integrates advances in basic and social sciences with current clinical practice, and determines the prevalence of disorders in the community and at Baycrest. The successful candidate will be a registered nurse and possess a PhD in a field relevant to the study of nursing, be eligible for cross-appointment at the University of Toronto at the Assistant or Associate Professor level; and have expertise in an aspect of gerontological nursing research, as evidenced by peer-reviewed publications and grants. The Baycrest Centre and the University of Toronto encourage applications from qualified individuals, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is available immediately, and will remain open until filled. Applicants should submit a covering letter describing current research interests and future research goals, a complete C.V., relevant reprints and the names of three potential references to: Or. David L. Steinel, Assistant Vice-President, Research, Director, Kunin-Lunenfeld Applied Research Unit, Baycrest Centre for Geriatric Care, 3560 Bathurst Street, Rm. 734, Toronto, Ontario, Canada M6A 2E1; Fax: (416) 785-4230 Email: dsteinel@hotmail-baycrest.on.ca.

■ **NURSING — The University of British Columbia.** The University of British Columbia School of Nursing is currently inviting applications for tenure-track faculty positions at the rank of Assistant, Associate or Full Professor. UBC was Canada's first university to offer a nursing degree program, and has a proud tradition of excellence in undergraduate and graduate nursing education. We are committed to advanced professional practice, scholarship and research. We offer innovative and exciting baccalaureate, master's and doctoral nursing programs and have active affiliations with a wide variety of clinical practice agency and research partners. UBC is among Canada's top-ranked research-intensive universities, offering programs in a full range of health disciplines and creating a dynamic interdisciplinary scholarly community. Successful applicants will have a doctorate in Nursing or a related discipline (earned or near completion), a Master's degree in Nursing (prefered), and be eligible for registration with the Registered Nurses Association of British Columbia. They will establish and pursue a program of research and scholarship in a substantive field relevant to the discipline of nursing, including but not limited to primary prevention, nursing and health service, and advanced nursing practice across the full spectrum of clinical settings. They will demonstrate, or show potential for, excellence in teaching at various levels of the curriculum and supervision of undergraduate and graduate students. Please mail, e-mail or fax your letter of application, accompanied by curriculum vitae and contact information for three references to: Sally Thorne, RN, PhD, Director, School of Nursing, University of British Columbia, T201 - 2211 Wesbrook Mall, Vancouver, BC Canada V6T 2B5. Fax: 604 822-7423; Email: Director@nursing.ubc.ca. The final date for application for these positions will be October 15, 2004. Expected start date for these positions will be January 1, 2005 or July 1, 2005. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply, however, Canadians and permanent residents will be given priority. All positions are subject to final budgetary approval. Salary commensurate with experience and credentials; Minimum Starting Salary: $70,000 Canadian per year. Further information on the School of Nursing is available at http://www.nursing.ubc.ca and information on the employment environment in the Faculty of Applied Science is available at http://www.apsc.ubc.ca/careers.

## O

■ **OBSTETRICS & GYNECOLOGY — University of Alberta.** The University of Alberta Department of Obstetrics and Gynecology (http://www.obgyn.ualberta.ca/) is searching for basic scientists with interests in the area of pregnancy and birth. The foci of basic science research in the department are parturition, maternal cardiovascular regulation, preeclampsia, placental function and developmental origins of adult disease. We wish to recruit additional scientists to work with this group. It would be expected that the successful candidate would interact extensively with members of the department as well as the broader multidisciplinary team that includes members of the Perinatal Research Centre (www.ualberta.ca/perinatal/). Academic appointments will be arranged through the Department of Ob/Gyn with a cross-appointment to a basic science department at a level commensurate with experience and track record. Candidates will be expected to seek external funding for long-term salary support. Hence, they must be competitive for support from agencies such as the Alberta Heritage Foundation for Medical Research, the Canadian Institutes of Health Research or the Heart and Stroke Foundation of Canada. Interested candidates are requested to submit an application by October 15, 2004. The applicant should indicate their preferred basic science affiliation (ie Physiology, Pharmacology, Cell Biology, Biochemistry, Immunology). The application should include a complete curriculum vita, a brief statement of research interests and career goals along with the names and addresses of three referees to: Detailed information can be found at www.careers.ualberta.ca. Search and Selection Committee, 220 Heritage Medical Research Centre, University of Alberta, Edmonton, Alberta Canada T6G 2S2 Deadline: October 15, 2004. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities and Aboriginal persons.

■ **OPHTHALMOLOGY — University of Guelph.** The Department of Clinical Studies, Ontario Veterinary College, is seeking applications to fill two tenure track faculty positions in Ophthalmology, one at the rank of Associate Professor or Professor and one at the rank of Assistant or Associate Professor. Applicants must have a DVM or equivalent degree, must be licensed or eligible for licensure to practice in the Province of Ontario, and should be a Diplomate of the American College of Veterinary Ophthalmologists or eligible for that certification. Possession of an advanced degree is desirable. The ideal candidate should have a strong background in clinical ophthalmology with outstanding teaching and communication skills. The successful candidate will work to provide didactic and clinical instruction in ophthalmology and related disciplines to undergraduates, interns, residents and graduate students. Service activities will include the management of patients and consultation in the Veterinary Teaching Hospital and limited administrative activities. Candidates must have demonstrated research capability consistent with the goals of the Department and College. Numerous research opportunities are supported by several granting agencies and there are opportunities for collaboration with three nearby medical schools. The deadline for applications will be October 15, 2004 or until a suitable candidate is identified. Contact Or. Stephen Kruth, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario, N1G 2W1, (519)-824-4120, ext. 54080, Fax: (519)-767-0311, e-mail: skruth@uoguelph.ca and provide a letter of application, current curriculum vitae, and the names of three referees. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **OPTOMETRY — University of Waterloo.** The School of Optometry at the University of Waterloo is widely recognized for programs both in clinical training and research. Our annual research budget exceeds 7 million dollars. Applications are now being accepted for two probationary (tenure track) positions at the Assistant/Associate/Full Professor level in the School of Optometry. We are looking for vision scientists having a strong background in one or more of the following areas: optics, life sciences and/or clinical disease. Eligibility for optometric licensure in the province of Ontario would be an asset but not a requirement. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent to: Or. William R. Bobier, Director, School of Optometry, University of Waterloo, Waterloo ON Canada N2L 3G1. Evaluation of candidates will continue until the positions are filled. All qualified individuals are encouraged to apply, including women, members of visible minorities, native peoples, and persons with disabilities; however, Canadian citizens and permanent residents will be given priority.

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## University of Saskatchewan
## Faculty Positions
### College of Nursing

In response to continued growth in nursing program seats, the University of Saskatchewan College of Nursing invites applications for several tenure-track positions, starting July 1, 2005. It is anticipated that an Aboriginal nurse will fill at least one of the positions. These positions may be based in each of Saskatoon, Regina, and Prince Albert.

**Qualifications**

Ideal candidates will have a doctoral degree, with at least one degree in nursing, and must be eligible for nurse registration in Saskatchewan. Candidates with a doctoral degree in progress are expected to complete the degree prior to consideration of tenure. Preference will be given to candidates with a funded program of research/scholarship. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

**Academic Setting**

The College of Nursing is one of six health science colleges at the University of Saskatchewan offering unique opportunities for interdisciplinary research and practice. The College offers a four-year baccalaureate program, the Nursing Education Program of Saskatchewan (NEPS), in Saskatoon, Regina, and Prince Albert in collaboration with the Saskatchewan Institute of Applied Science & Technology and the First Nations University of Canada. The College also offers a baccalaureate program for diploma-prepared nurses and a master of nursing program. An advanced nursing practice program in mental health (MN) will commence in 2005-06 and a PhD program is being planned. A successful recruitment and retention program serves Aboriginal students in nursing programs. Links with four training initiatives facilitate faculty scholarship. Areas of research focus include primary health care, public health, rural/remote, Aboriginal, forensic, and mental health. Planning for a new interprofessional health sciences facility is well underway.

**Responsibilities**

Faculty teach in the graduate and undergraduate programs and participate in scholarly work (research and/or professional practice). To view additional information on the College of Nursing, please visit our website at www.usask.ca/nursing/.

**Remuneration**

Rank and salary will be commensurate with experience. There is an excellent benefits plan and research start-up support for new faculty. Positions are subject to final budgetary approval.

**Employment Equity**

The University of Saskatchewan is committed to the principles of employment equity and encourages applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

**How to Apply**

Applicants are invited to send a curriculum vitae and the names of three references to: Dr. M. Harsburgh, Dean, College of Nursing, University of Saskatchewan, A102 Health Sciences Building, 107 Wiggins Road, Saskatoon, SK, Canada, S7N 5E5. Closing date for applications is November 1st, 2004.

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UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

Capital Health

www.careers.ualberta.ca

## Walter Stirling Anderson Professor and Chair

**Department of Surgery, Faculty of Medicine and Dentistry, University of Alberta and Chief of Surgery, University of Alberta Hospital**

The Faculty of Medicine and Dentistry, University of Alberta and Capital Health (CH) are again inviting applications for a joint appointment to a full-time academic tenured position as the Walter Stirling Anderson Professor and Chair of the Department of Surgery, and Chief of Surgery, University of Alberta Hospital. Together the Faculty of Medicine and Dentistry and Capital Health represent one of Canada's leading Academic Health Sciences Centres in one of the largest integrated health delivery regions in the country. With annual budgets of $200 million and $2.2 billion respectively, the two organizations are recognized nationally and internationally for their combined leadership in research, education and clinical service.

The Chair of Surgery will be a physician with an international reputation as a surgical scholar, successful leadership experience and the ability to strengthen the University's reputation as a leading research-intensive post-secondary institution in Canada and abroad. The individual must be eligible for licensure in the Province of Alberta. The Chair is responsible for a Department with 30 full-time basic science and clinical/academic faculty and over 115 part-time clinical faculty within 10 specialty divisions. The successful candidate, together with the Office of the Dean, will be responsible for the undergraduate (~130 students/year) and postgraduate training programs (seven fully-accredited Royal College surgical training programs) and for a vigorous graduate research program. The opportunities in research are enhanced by the support of the Alberta Heritage Foundation for Medical Research, the newly established Alberta Heritage Foundation for Science and Engineering Research (Ingenuity Fund), the new National Institute of Nanotechnology and the central role of the Department in the Alberta Diabetes Research Institute, the Alberta Heart Institute, and the Cross Cancer Institute. The Department also has a strong grant funding record with the Canadian Institutes of Health Research, the Alberta Heritage Foundation for Medical Research, the National Institutes for Health (US) and the Juvenile Diabetes Foundation International. Continued academic success of the Department of Surgery will depend on the success of individual researchers (including the Chair) in applications to these agencies.

The Chief of Surgery, University of Alberta Hospital, will fill a key leadership role at this 650+ bed tertiary care facility treating more than 700,000 patients annually from across western and northern Canada. Last year the UAH performed over 19,000 surgeries and is home to one of Canada's largest transplant programs. The UAH is also home to the Stollery Children's Hospital and with construction well underway, will soon house the Alberta Heart Institute, a North American Centre of Excellence for cardiac care. A demonstrated history of leadership and collaboration will indicate the successful physician's ability to lead the surgical program at the UAH as well as to work with other hospital sites and programs to advance patient care in the region.

The Chair will be expected to play a significant role in research mentorship and in fostering a culture of mentorship among the established researchers in the Department. This would be reflected in strategic hiring and in the continued involvement of established researchers encouraging junior faculty to participate in competitive research activities.

Details about the University of Alberta, Faculty of Medicine and Dentistry, Capital Health, as well as the City of Edmonton can be found on the Faculty's web site at www.med.ualberta.ca, Capital Health's web site at www.capitalhealth.ca. and the City of Edmonton's website at www.edmonton.ca.

Interested candidates should submit an up-to-date curriculum vitae and a two-page document outlining their current clinical and research interests, their leadership experience and their thoughts on how to meet the challenges of academic leadership in an integrated health region. The names and addresses of three referees should be included. Interested individuals are asked to submit their material by 31st October 2004 to:

Dr. Tom Marrie
Dean, Faculty of Medicine and Dentistry
University of Alberta
2J2 WC Mackenzie Health Sciences Centre
8440-112 Street
Edmonton, Alberta, Canada T6G 2R7
Email: hkurkut@med.ualberta.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

# CAREERS CARRIÈRES

■ **OPTOMETRY — University of Waterloo,** Clinical Teaching Position (Lecturer, Definite term) Applications are being accepted for a full-time, five year definite term lecturer at the School of Optometry, University of Waterloo Applicants must be eligible for optometric licensure in Ontario. Preference will be given to applicants who have advanced optometric qualifications and a keen interest and experience in the areas of low vision and geriatrics. The successful candidate will develop and participate in external geriatric programs. Applicants would ideally be able to take up the position November 1, 2004 or earlier. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent to: Dr. William Bobier, Director, School of Optometry, University of Waterloo, Waterloo, Ontario, N2L 3G1 Evaluation of candidates will continue until the position is filled. All qualified individuals are encouraged to apply, including women, members of visible minorities, native peoples, and persons with disabilities, however, Canadian citizens and permanent residents will be given priority.

■ **ORGANIC CHEMISTRY — The University of British Columbia.** The Department of Chemistry of the University of British Columbia is seeking to fill tenure-track openings at the assistant professor level starting 1 July 2005. The department is specifically seeking to add expertise in the following disciplines: Synthetic Organic Chemistry; Physical Organic Chemistry; Materials Science; Molecular Recognition; however qualified applicants in any area of Organic Chemistry are encouraged to apply. This position requires a PhD degree, preferably with postdoctoral experience and an established research track record. The successful candidate will be expected to teach chemistry courses at the undergraduate and graduate level and to develop a vigorous and creative research program. The salary will be commensurate with experience. In order to address under-representation of members of designated equity groups among senior faculty, we may consider making an appointment at a higher rank for a woman, visible minority, disabled, or aboriginal applicant with exceptional qualifications, subject to the availability of funds. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority. Applications should include a curriculum vitae, list of publications, summary of research interests, a detailed research proposal and a statement of teaching philosophy. Applicants should also arrange for three letters of recommendation to be sent to: Head, Department of Chemistry, University of British Columbia, 2036 Main Mall, Vancouver, BC, Canada V6T 1Z1 or E-mailed to: head@chem.ubc.ca. Closing date for applications is October 15th, 2004 (quoting search #050R1015).

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■ **PAEDIATRICS — Children's Hospital of Western Ontario.** Applications are invited for full time positions in the Department of Paediatrics, Section of Nephrology, The University of Western Ontario, Children's Hospital of Western Ontario, London Health Sciences Centre. Rank will be determined by experience and qualifications at the time of the appointment. This is a Clinical Academic appointment and candidates must hold an MD degree or equivalent, a Fellowship in Paediatrics from the Royal College of Physicians and Surgeons of Canada or equivalent, be eligible for licensure in the Province of Ontario, and have completed further accredited training in Paediatric Nephrology Medicine. Clinical duties will be shared with two other specialists in Nephrology Medicine. Successful applicants are expected to develop a strong program in clinical or basic research and to participate in the medical educational programs of The University of Western Ontario. Salary is commensurate with experience and training. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applications will be accepted until the positions are filled. Interested individuals are requested to send a current curriculum vitae and letters of reference to: T.C. Frewen, MD, FRCPC, FAAP, Professor and Chair, Department of Paediatrics, The University of Western Ontario, Children's Hospital of Western Ontario, London Health Sciences Centre, 800 Commissioners Road E, Room A601, West Tower, Westminster Campus, London, Ontario N6C 2V5.

■ **PAEDIATRICS — Children's Hospital of Western Ontario.** Applications are invited for full time positions as Assistant Professors in the Department of Paediatrics, Section of Cardiology. Candidates must hold a Fellowship in Paediatrics from the Royal College of Physicians and Surgeons of Canada or equivalent and have completed further accredited training in Paediatric Cardiac Medicine. Clinical duties will be shared with two other specialists in Cardiac Medicine. Successful applicants are expected to develop a strong program in clinical or basic research and to participate in the medical educational programs of the University of Western Ontario. Salary is commensurate with experience and training. Positions are subject to budgetary approval. All qualified candidates are encouraged to apply, however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applications will be accepted until the positions are filled. Interested individuals are requested to send a current curriculum vitae to: T.C. Frewen, MD, FR, CPC, FAAP, Professor and Chair, Department of Paediatrics, University of Western Ontario, Children's Hospital of Western Ontario, 800 Commissioners Road E, London, Ontario N6E 2V5.

■ **PHARMACEUTICAL SCIENCES — The University of British Columbia.** Applications are invited for the position of Research Associate in the Division of Pharmacology & Toxicology, Faculty of Pharmaceutical Sciences, UBC. The laboratory undertakes investigations into the effects of drugs on nerve fibers, such as those which innervate muscles and joints. The incumbent will work independently of the Principal Investigator, will manage the day-to-day operation of the laboratory, supervise and teach surgical and anesthetic techniques to graduate and undergraduate students; collect and analyse electrophysiologic and microdialysis data, remove/catalogue/analyse preserved tissue samples, supervise chemical assays on blood plasma; supervise data entry and manage electronic data stores; and perform other related duties as required. Applicants should possess BDS, DMD and/or PhD degree as well as a postdoctoral fellowship or equivalent in dentistry or neuroscience. The position is available November 1, 2004; the salary is negotiable and commensurate with experience; and the initial appointment is for one year, renewable annually. The closing date for applications is September 30, 2004. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply, however, Canadian citizens and permanent residents of Canada will be given priority. Please direct your application with a list of three referees to: Dr. Brian E. Cairns, Assistant Professor, Division of Pharmacology & Toxicology, Faculty of Pharmaceutical Sciences, The University of British Columbia, 2146 East Mall, Vancouver, B.C. V6T 1Z3 (E-mail: bcairns@interchange.ubc.ca; Phone: 604-822-7715; FAX: 604-822-3035).

■ **PHILOSOPHY — Dalhousie University.** The Department of Philosophy at Dalhousie University invites applications for a tenure stream appointment at the Lecturer/Assistant Professor level, effective July 1, 2005. This position is subject to budgetary approval. Areas of specialization: Cognitive Science and Philosophy of Mind. Areas of competence: Applied Ethics, Informal logic, Scientific Reasoning. The successful applicant will be teaching an interdisciplinary course in computing ethics at the introductory level and Cognitive Science/Philosophy of Mind at the second year and advanced level and supervising Graduate Students. Applicants must hold (or be about to receive) a PhD in Philosophy. Salary will depend upon qualifications and experience. A complete curriculum vitae, transcripts (undergraduate and graduate), a writing sample, a teaching dossier, and three letters of recommendation are required for application. A strong record of publication will be an asset. Applications should be sent to Nathan Brett: Chair, Department of Philosophy, Dalhousie University, Halifax, NS, Canada B3H 4P9. (Please use nbrett@dal.ca for correspondence). Please note: the closing date for applications is 30 October 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **PHILOSOPHY — Dalhousie University.** The Department of Philosophy at Dalhousie University invites applications for a tenure stream appointment at the Lecturer/Assistant Professor level, effective July 1, 2005. This position is subject to budgetary approval. Areas of specialization: Ethical Theory. Areas of competence: Open. Teaching expectations: The successful applicant will have responsibility for the advanced survey of ethics required of all Philosophy majors, as well as teaching other classes and supervising graduate students. Applicants must hold (or be about to receive) a PhD in Philosophy. Salary will depend upon qualifications and experience. A complete curriculum vitae, transcripts (undergraduate and graduate), a writing sample, a teaching dossier, and three letters of recommendation are required for application. A strong record of publication will be an asset. Applications should be sent to Nathan Brett: Chair, Department of Philosophy, Dalhousie University, Halifax, NS, Canada B3H 4P9. (Please use nbrett@dal.ca for correspondence). Please note: the closing date for applications is 30 October 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **PHILOSOPHY — Memorial University of Newfoundland.** Faculty of Arts, Assistant Professorship in Philosophy. Please see full page ad in this issue of CAUT.

■ **PHILOSOPHY — Campion College.** Campion College, a Jesuit Catholic liberal arts college federated with the University of Regina, invites applications for a tenure track position in Philosophy at the level of Assistant Professor, to begin July 1, 2005, subject to final budgetary approval. The successful candidate must have expertise in some area of the history of philosophy and be competent to teach a variety of undergraduate classes as well as introductory philosophy and critical thinking. A PhD at or near completion, evidence of effectiveness in teaching and an active research program are expected. Located centrally on the university campus, Campion offers courses in the humanities, social sciences, fine arts and natural sciences. Campion faculty are voting members of their respective faculties (e.g. Arts, Graduate Studies) of the University of Regina, and also participate extensively at the departmental level. At the present time there are ten philosophy positions within the University, and three of these are at Campion. Interested applicants should forward a letter of application, a curriculum vitae, graduate transcript, and a sample of their philosophical work. The names and addresses of three referees should be included, and applicants should arrange for the three letters of reference to be sent to: Professor Samira McCarthy, Dean, Campion College, University of Regina, 3737 Wascana Parkway, Regina, Saskatchewan, Canada S4S 0A2. Campion hires on the basis of merit, and we encourage all qualified applicants to apply; however preference will be given to Canadians and to permanent residents of Canada. Closing date for the receipt of applications is Nov 15, 2004.

■ **PHYSICS — Simon Fraser University.** The Physics Department at Simon Fraser University invites applications for two tenure-track Assistant Professorships, subject to final budgetary approval. We are searching for individuals of outstanding background and exceptional promise who will establish a vigorous independent research program and who will have a strong commitment to undergraduate and graduate teaching. The department has a very broad research program in condensed matter and materials physics, as well as research programs in biological physics and high energy physics. In the current search, we are interested in candidates who work in: 1. condensed matter theory (any area); 2. condensed matter experiment (particularly magnetic nanostructures). Further information about the Physics Department, including descriptions of other positions available, can be accessed via http://www.sfu.ca/physics. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. In exceptional circumstances, appointment at a more senior rank may be possible. Applications should include a curriculum vitae, publication list, and a short statement of research and teaching interests; electronic applications will be neither accepted nor acknowledged. Candidates should arrange for three letters of recommendation to be supplied in confidence. All correspondence should be directed to Professor David Boal, Chair, Department of Physics, Simon Fraser University, 8888 University Drive, Burnaby BC, Canada V5A 1S6, to arrive no later than October 15, 2004.

■ **PHYSICS — University of Waterloo.** The Department of Physics, University of Waterloo, invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography, (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a cumculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, TEL: (519) 888-4567, Ext. 6831, E-mail: physics@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our web page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **PHYSIOLOGY & BIOPHYSICS — Dalhousie University.** The Department of Physiology and Biophysics invites applications for a position at the Assistant Professor level, available for the 2005 academic year. Qualified candidates will have demonstrated research expertise in cardiovascular or endocrine physiology, with an emphasis in molecular or cellular approaches. Applicants must have a PhD and/or M.D. degree, several years of postdoctoral training, excellent communication skills, and a strong record of peer-reviewed publications. The successful candidate will be expected to develop an extramurally funded research program and to participate in the teaching mission of the Department. This is salaried, probationary tenure-track appointment. However, the successful applicant will be expected to apply for external salary support from appropriate granting agencies. Send letter of application, curriculum vitae, brief description of research experience and interests, teaching experience, and the names of at least three references to: Dr. Paul R. Murphy, Head, Department of Physiology and Biophysics, Faculty of Medicine, Dalhousie University, Sir Charles Tupper Medical Building, 5850 College Street, Halifax, Nova Scotia B3H 1X5 Canada. Review of applications will begin October 1, 2004 and will continue until the positions are filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **PLANNING/URBAN DESIGN — University of Waterloo.** Applications are invited for an Assistant Professor tenure track position in Urban Design. The successful candidate will have doctoral level planning urban design credentials, a mix of international and North American urban design project experience and demonstrate potential for leadership in developing instructional design programs that include novel approaches to urban design studio instruction (including computer assisted design in urban planning studios.) The candidate should have a record of scholarly output (writing, exhibits, design competitions, etc.) An additional interest in one or more of: heritage, international urban design, development industry economics, or urban ecology is an advantage. The successful candidate will teach urban design to undergraduate and graduate planning students, supervise graduate student research, and conduct research in urban design related fields. Applicants must demonstrate design achievement; and since the School has a doctoral graduate program, a PhD is highly desired (significant professional achievement coupled with awards and/or publishing might be accepted if the individual has masters level credentials.) Applicants should qualify for membership in the Canadian Institute of Planners. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. The appointment will be effective January 1, 2005. Applications must be received in hard copy and will include a letter of application (stating career objectives, approach to learning and teaching, and research


UNIVERSITY OF REGINA

## Faculty Positions Available

**The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,000 students, 1,200 faculty and staff, and an operating budget of $103 million, the University of Regina is committed to being a great place to study and work. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to employment equity and is a partner in the Aboriginal Employment Development Program.**

**TIER 1 OR TIER 2 CANADA RESEARCH CHAIR POSITIONS**

FACULTY OF ENGINEERING
In the areas of Energy and Environment (E & E), or Information-Technology Applications to E & E
www.uregina.ca/hr/recruitment.html

**TENURE-TRACK POSITIONS - Deadlines, qualifications and ranks vary - please see websites**

FACULTY OF ARTS
In the School of Journalism and a joint appointment in the Department of Justice Studies and the Department of Sociology and Social Studies - www.uregina.ca/hr/recruitment.html

FACULTY OF SCIENCE
In the Department of Biology and the Department of Chemistry and Biochemistry
www.uregina.ca/hr/recruitment.html

**TERM POSITIONS**

FACULTY OF ARTS
In the Department of French - www.uregina.ca/hr/recruitment.html

**PERMANENT POSITIONS**

FACULTY OF SCIENCE
In the Environmental Quality Analysis Laboratory (EQAL) - www.uregina.ca/hr/recruitment.html

**For more details on the University of Regina please visit www.uregina.ca**

UNIVERSITY OF REGINA
University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca/hr/recruitment.html



Western Medicine & Dentistry

The University of Western Ontario

## Director School of Dentistry

The Faculty of Medicine & Dentistry at The University of Western Ontario is inviting applications for the position of Director of the School of Dentistry.

The School of Dentistry is responsible for a 4-year DDS program (56 students per year), a 2-year qualifying program for foreign-trained dentists (12 students per year), and a 3-year graduate program in orthodontics (3 students per year). With the teaching hospitals of the University of Western Ontario, the School also offers a dental fellowship program (4 students per year). Major expansion of the Dental Sciences Building was completed in 2002, and comprehensive renovation of the main clinic has begun. The School of Dentistry has a strong tradition of excellence in undergraduate dental education and has research strengths in mineralized tissue biology (http://www.fmd.uwo.ca/research/Skeletal-web/) and dental biomaterials.

The Director will be responsible for all academic and clinical programs of the School. S/he will maintain strong relationships with alumni, community partners and other units in the Faculty of Medicine & Dentistry. The Director is expected to provide visionary leadership in renewal of the academic programs, enhancement of scholarly activities and recruitment of additional faculty. For further information, please visit http://www.fmd.uwo.ca/dentistry.

With a full-time enrollment of 29,000, The University of Western Ontario is a research-intensive university that graduates students from a full range of academic and professional programs. The campus is in London, a city of 340,000 located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the AForest City@ (http://www.city.london.on.ca). London boasts an international airport, art galleries, theatres, and a variety of music and sporting events.

Interested candidates should submit 1) a CV outlining their research, teaching, leadership and administrative experience and interests, 2) a brief description of proposed future directions and visions for the School, and 3) the names and addresses of three referees to.

**Dr. Carol Herbert, Dean**
**Faculty of Medicine & Dentistry**
**Health Sciences Addition**
**The University of Western Ontario**
**London, Ontario N6A 5C1**
Fax: (519) 850-2357

The competition will remain open until the position is filled.

This position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

# CAREERS CARRIÈRES

goals), a current curriculum vitae, a portfolio of selected recent design work, and names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application, portfolio, and CV. References will be contacted for those being considered in the second stage of review. Complete applications must be received at the following address by October 31, 2004: Dr. Murray Haight, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1; mehaight@uwaterloo.ca. The School of Planning is part of the Faculty of Environmental Studies that includes a School of Architecture, a Department of Environment and Resource Studies, and a Department of Geography. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and a Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modelling and simulation. Additional information about the Faculty may be found at: http://www.fes.uwaterloo.ca/. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **POLITICAL SCIENCE — Simon Fraser University.** The Department of Political Science at Simon Fraser University invites applications for a tenure-track position at the rank of Assistant Professor in International Political Economy to start September 1, 2005. Applicants should have a completed PhD at the commencement of the appointment and should have a well-developed research program in International Political Economy. Candidates should forward their applications to Professor Lynda Erickson, Chair, Department of Political Science, Simon Fraser University, Burnaby, B.C. V5A 1S6. Applications should arrive by November 15, 2004 and must include (1) a letter of application outlining the candidate's qualifications (2) the candidate's curriculum vitae (3) one article-length sample of the candidate's scholarly work and (4) the names of at least three referees, one of whom should comment on the candidate's teaching ability or teaching potential in addition to their scholarly qualifications. If available, other evidence of teaching performance would be welcome. Candidates should ask their referees to send a letter of reference directly to the Chair to arrive by November 15. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to approval by the University Board of Governors and final budgetary authorization.

■ **POLITICAL SCIENCE — The University of Western Ontario.** The Department of Political Science invites applications for a probationary (tenure-track) position in local government and/or public management to commence July 1, 2005. The successful candidate will teach at least one course in the Department's MPA program, which focuses on public administration in local government. The ability to teach an undergraduate course in the politics of Canadian provinces, or of a particular province or set of provinces, would be an asset. For more information on Western's MPA, see: http://www.ssc.uwo.ca/polisci/localgovernment/. Applicants will be expected to have a completed PhD by the time the appointment begins. Rank will be at the level of Assistant Professor. If qualifications and experience warrant a higher rank, the appointment may be made at the rank of Associate Professor or Professor, with tenure. Those interested in applying for this position should forward a curriculum vitae together with the names and addresses (including e-mail addresses) of three referees to: Dr. Andrew Sancton, Chair, Department of Political Science, The University of Western Ontario, Social Science Centre, London, ON N6A 5C2. We also welcome e-mail submissions, to be sent to the address: lmurphy@uwo.ca. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Deadline for receipt of applications: October 30, 2004.

■ **POLITICAL SCIENCE — University of Victoria.** The Department of Political Science invites applications for an entry-level, tenure-track position in International Security to begin on July 1, 2005. Applicants should have a completed or near-complete PhD in Political Science or International Relations with a focus on International Security. A well-developed empirical research program in International Security and a solid background in International Relations Theory and research methods are also required. The Candidate will be expected to teach International and Human Security at the undergraduate and graduate levels, as well as an introduction to International Politics. An ability to teach Canadian Foreign Policy will be an asset. The Department of Political Science is strongly committed to excellence and equity and to increasing the diversity of approaches and perspectives in teaching and research. The Departmental webpage can be found at: http://web.uvic.ca/polc. The University of Victoria is an equity employer. It encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, peoples of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates (and especially women) are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Applications or supporting documentation should arrive no later than December 1st, 2004. Applications should be directed to Professor Colin J. Bennett, Chair, Department of Political Science, University of Victoria, P.O. Box 3050, Victoria, BC Canada V8W 3P5 (chair.pol@uvic.ca). Applications should include: (1) a letter reviewing the candidate's qualifications, experience, research plans, and teaching preferences; (2) a curriculum vitae; (3) a single article-length sample of the candidate's scholarly work; and (4) the names of three referees, each of whom has been asked by the candidate to send a letter of reference directly to the Chair.

■ **POLITICAL SCIENCE — McMaster University.** The Department of Political Science invites applications for a full-time tenure-track position at the rank of Assistant Professor, commencing July 1, 2005, in the area of U.S. Politics. The successful candidate will be able to demonstrate a capacity to conduct research and teach U.S. Politics in a comparative politics, comparative public policy, or foreign policy perspective. The appointee will be expected to carry out an independent research program yielding significant peer reviewed publications, compete successfully for external funding to support this research program; engage in effective teaching and supervision of graduate students in the Department of Political Science, and teach effectively in undergraduate courses in Political Science. Further information on the Department of Political Science can be found at www.mcmaster.ca/polisci. Preference will be given to candidates with a completed PhD in Political Science but candidates who are near completion may also be considered. Candidates whose curricula vitae indicate delays or interruptions in their studies or research are invited to provide explanations with their applications. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within the community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications including a curriculum vitae, a representative sample of academic writing, three letters of reference and teaching dossier including outlines for a graduate level and an undergraduate political science course should be sent to: Dr. Tony Porter, Chair, Department of Political Sciences, McMaster University, Hamilton, ON L8S 4M4, Canada. The closing date for applications is Friday, October 15, 2004.

■ **POLITICAL SCIENCE — Memorial University.** International Relations and International Organization Tenure track position. Please see Memorial University Faculty of Arts display ad for details.

■ **POLITICAL SCIENCE — University of Toronto.** The Department of Political Science, University of Toronto, invites applications for a tenure-stream appointment in the field of political philosophy. Applicants must have a PhD or be near completion and have demonstrated excellence and potential in teaching and research. This is a position in the history of political thought, with priority given to applicants who specialize in ancient political thought. The appointment will be at the rank of Assistant or Associate Professor. We are particularly interested in receiving applications from senior Assistant and Associate Professors, i.e. candidates who could contribute to graduate supervision immediately or in the near future. The appointment will begin on July 1, 2005. Please send applications to Professor Robert Vipond, Chair, Department of Political Science, University of Toronto, 100 St. George Street, Toronto, Ontario, Canada M5S 3G3. Applications should include a curriculum vitae, a writing sample (e.g., an article offprint or conference paper), materials relevant to teaching experience (e.g., course outlines and handouts, student survey results), and a statement outlining current and future research interests. Applicants should also ask three referees to write letters directly to Professor Vipond. Materials must be received by September 15, 2004. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. We offer opportunities to work in many collaborative programs, including Aboriginal, Canadian, environmental, ethnocultural, sexual diversity, gender and women's studies. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **POLITICAL SCIENCE — The University of Western Ontario.** The Department of Political Science invites applications for a probationary (tenure-track) position in global politics to commence July 1, 2005. We are particularly interested in scholars whose teaching and research interests draw upon both international relations and comparative politics. Applicants will be expected to have a completed PhD by the time the appointment begins. Rank will be at the level of Assistant Professor. If qualifications and experience warrant a higher rank, the appointment may be made at the Associate Professor or Professor rank with tenure. Those interested in applying for this position should forward a curriculum vitae as well as names and contact information (including e-mail addresses) of at least three referees to: Dr. Andrew Sancton, Chair, Department of Political Science, The University of Western Ontario, Social Science Centre, London, ON N6A 5C2. We also welcome e-mail submissions to be sent to the address: lmurphy@uwo.ca. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Deadline for receipt of applications: October 15, 2004.

■ **POLITICAL SCIENCE — Dalhousie University.** The Department of Political Science at Dalhousie University will make a full-time appointment as Lecturer or Assistant Professor for a tenure-stream position starting July 1st, 2005. The appointment will be in Comparative Politics, Globalization and IPE. The successful applicant must be capable of teaching a second-year core class in Comparative Politics; advanced undergraduate/graduate classes in comparative politics, globalization and international political economy. The candidate must have a PhD or nearly completed PhD. This position is subject to budgetary approval. Deadline for applications is October 15th, 2004. Candidates should submit an application, including a c.v. and three references to: Chairperson, Department of Political Science, Dalhousie University, Halifax, Nova Scotia, B3H 4H6, FAX (902) 494-3825. For further information call (902) 494-2396 or e-mail Jennifer.Smith@Dal.Ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

■ **POLITICAL SCIENCE — Dalhousie University.** The Department of Political Science at Dalhousie University will make a full-time appointment as Lecturer or Assistant Professor for a tenure-stream position starting July 1st, 2005. The appointment will be in Urban Governance, Multi-Level Governance and Democratization. The successful applicant must be capable of teaching a second-year core class in Canadian Government; advanced undergraduate/graduate classes in urban governance, multi-level governance and democratization, plus the Canadian Graduate Core class. The candidate must have a PhD or nearly completed PhD. This position is subject to budgetary approval. Deadline for applications is October 15th, 2004. Candidates should submit an application, including a c.v. and three references to: Chairperson, Department of Political Science, Dalhousie University, Halifax, Nova Scotia, B3H 4H6, FAX (902) 494-3825. For further information call (902) 494-2396 or e-mail Jennifer.Smith@Dal.Ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

■ **PSYCHOLOGIE — Université d'Ottawa.** L'École de psychologie de l'Université d'Ottawa prévoit combler deux postes de professeur ou de professeure conduisant à la permanence à compter du 1er juillet 2005, préférablement au rang d'adjoint. La priorité sera accordée aux candidatures dans les domaines de 1)la psychologie clinique (admissible au Collège des psychologues de l'Ontario), avec préférence pour une spécialité en enfance ou adolescence, 2) de la psychologie sociale 3) de la psychologie du développement, 4) des méthodes quantitatives, ou 5) de la psychométrie. Les excellentes candidatures dans des domaines connexes sont aussi bienvenues. Les qualifications minimales sont le doctorat en psychologie et un très bon potentiel en recherche. La maîtrise du français et de l'anglais est essentielle. Le salaire est compétitif et reconnaît les années d'expérience universitaire. Des fonds de démarrage sont aussi prévus. Les candidatures devraient être soumises avant le 15 novembre 2004. Adressez une lettre accompagnée d'un curriculum vitae, de trois lettres de référence, ainsi que des tirés à part de deux publications récentes ou de tout autre document constituant une contribution académique au: Dr. Claude Messier (cmessier@uottawa.ca), Directeur adjoint, École de psychologie, Pavillon Lamoureux, Université d'Ottawa, C.P. 450, Succursale A, Ottawa, Ontario, Canada, K1N 6N5. Conformément aux règlements de l'immigration canadienne, cette annonce s'adresse en priorité aux citoyennes et citoyens canadiens et aux immigrantes et immigrants reçues. L'Université e une politique d'équité en matière d'emploi et elle encourage fortement les candidatures provenant de femmes.

■ **PSYCHOLOGY — University of Ottawa.** The School of Psychology of the University of Ottawa anticipates filling two tenure-track positions effective July 1, 2005, preferably at the Assistant Professor level. Priority will go to applicants in the areas of 1) clinical psychology (eligible for registration with the College of Psychologists of Ontario), with a preference for e specialist in child or adolescent clinical psychology, 2) social psychology 3) developmental psychology, 4) quantitative methods, or 5) psychometrics. Excellent candidates in related areas are also encouraged to apply. Applicants should meet the following minimum requirements: Doctorate in Psychology and strong research potential. Fluency in French and English is essential. The salary is competitive and adjusted as a function of experience. Start-up funds are also available. Applications should be received before November 15, 2004. Please submit a letter of application, curriculum vitae, three letters of reference, and reprints of two recent publications in refereed journals or other visible evidence of scholarly publication to: Dr. Claude Messier (cmessier@uottawa.ca), Assistant Director, School of Psychology, Lamoureux Hall, University of Ottawa, PO Box 450, Station A, Ottawa, Ontario, Canada, K1N 6N5. In accordance with Canadian immigration requirements, this advertisement is directed in priority to Canadian citizens and permanent residents. Equity is a University policy and we strongly encourage applications from women.

■ **PSYCHOLOGY — University of Victoria.** The Department of Psychology at the University of Victoria invites applications for e Senior Instructor to teach undergraduate statistics courses. The Department offers both undergraduate and graduate programs of study. Three undergraduate programs are available: Honours, Major and General. Students in the Honours and Major programs may proceed to either a BA or BSc degree in Psychology. The Department's web page can be accessed at www.uvic.ca/psyc. The Senior Instructor will be e .75 FTE regular faculty member in the Department of Psychology. Responsibilities for this position include teaching 6 course sections of undergraduate statistics, plus other duties related to coordinating sections of two undergraduate introductory statistics courses. These duties include: (1) checking prerequisites for all sections of the two introductory undergraduate statistics courses; (2) coordinating textbook selection for all sections of the two introductory undergraduate statistics courses; (3) involvement in selecting, mentoring, and evaluating sessional instructors of the two introductory undergraduate statistics courses as well as their teaching assistants; (4) participating in the construction of a curriculum framework for the undergraduate research methods course, with particular emphasis on the link between that course and the introductory undergraduate statistics courses; and (5) serving as a member of the Undergraduate Executive Committee. The initial appointment is for three years, with expectation of renewal for a further four years, subject to performance review. Applicants must have a PhD in Psychology, substantial experience in teaching statistics to social science undergraduates, and demonstrated excellence in teaching ability. Short listed candidates will be asked to attend an interview and provide a teaching demonstration. Deadline for applications is December 1, 2004, with the appointment to begin July 1, 2005. Interested applicants should submit their letter of interest, curriculum vitae, examples of teaching materials and evaluations of teaching, and three letters of reference to: Dr. Michael Hunter, Department of Psychology, University of Victoria, P.O. Box 3050 STN CSC, Victoria, BC V8W 3P5. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; in accordance with Canadian immigration requirements, however, Canadian and permanent residents will be given priority.

■ **PSYCHOLOGY — University of Windsor.** The University of Windsor invites applications for three tenure-track faculty positions in the Department of Psychology in the areas of Child Clinical, General Clinical and Clinical Neuropsychology at the rank of Assistant Professor. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Shelagh Towson, Head, Department of Psychology, University of Windsor, Windsor, Ontario N9B 3P4. Phone: 519.253.3000, Ext. 2215, Fax: 519.973.7021. Email: towson@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.


www.yorku.ca

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

## Schulich School of Business

TENURE-STREAM POSITIONS

The Schulich School of Business invites applications for tenure-stream openings, effective July 1, 2005. All positions at York University are subject to budgetary approval. Detailed descriptions of all academic positions can be found on the York University website at www.yorku.ca/acadjobs.

ANNE AND MAX TANENBAUM CHAIR IN ENTREPRENEURSHIP AND FAMILY ENTERPRISE
(Associate or Full Professor level)

CHAIR IN BUSINESS HISTORY
(Associate or Full Professor level)

HEWLETT-PACKARD CANADA CHAIR IN CORPORATE SOCIAL RESPONSIBILITY
(Associate or Full Professor level)

NEWMONT CHAIR IN BUSINESS STRATEGY
(Associate or Full Professor level)

ACCOUNTING
(two positions at the Assistant and/or Associate Professor levels)

STRATEGY
(two positions at the Assistant and/or Associate Professor levels)

Candidates must be qualified to teach PhD, master's and undergraduate programs, possess a completed doctorate, provide evidence of effective teaching, and have a commitment to scholarly research and publication.

Applicants should send a curriculum vitae, three letters of reference, examples of research, and information of teaching performance, by November 1, 2004, to: Dezsö J. Horváth, Dean, Schulich School of Business, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Schulich School of Business

YORK UNIVERSITE UNIVERSITY

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## SIMON FRASER UNIVERSITY

### FACULTY POSITIONS IN BUSINESS ADMINISTRATION

The Faculty of Business Administration at Simon Fraser University invites applications for tenure-track appointments in:

- ACCOUNTING (one position) in performance measurement
- ACCOUNTING (two positions) in financial accounting, managerial accounting, tax or audit
- FINANCE (two positions) 1. early stage venture capital and entrepreneurial finance; 2. risk management
- INTERNATIONAL BUSINESS (one position) in strategy
- MARKETING (one position) in new product development
- POLICY (two positions) 1. strategy/industrial; 2. strategy/new ventures
- MANAGEMENT & ORGANIZATION STUDIES/MANAGEMENT INFORMATION SYSTEMS (one position) in leadership/e-business
- TECHNOLOGY AND OPERATIONS MANAGEMENT (two positions) 1. operations management; 2. technological entrepreneurship
- MANAGEMENT INFORMATION SYSTEMS (one position)

RANK: Assistant (Ph.D. in hand or near completion) or Associate. Successful candidates will have strong research and teaching abilities with established research programs in one of the areas above and an interest in teaching at the undergraduate, graduate, executive levels and in the Faculty's innovative on-line programs.

START DATE: September 2005 or at a mutually agreed upon time.

All qualified candidates are encouraged to apply. However, Canadians and Permanent Residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval. Send covering letter, curriculum vita and the names of three referees electronically *(in pdf format)* to busappts@sfu.ca addressed to: Dr. Art Warburton, Chair of the Appointments Committee
Faculty of Business Administration, Simon Fraser University
8888 University Drive, Burnaby, British Columbia V5A 1S6 CANADA

The search will close on **November 30, 2004** or when the positions have been filled.

www.sfu.ca www.bus.sfu.ca

# CAREERS CARRIÈRES

■ **PSYCHOLOGY — McGill University.** The Department of Psychology of McGill University seeks applicants for a position as a Research Associate in the Department's Motor Control Laboratory to study auditory-somatosensory integration in speech production. The focus of the laboratory is on biological mechanisms of voluntary movement. The psychophysical studies involve the use of robotic devices that apply mechanical loads to the jaw. The work includes electromyographic recording and physiological modeling. Candidates should have a strong quantitative background in physics or a related discipline. Experience with psychophysical or electrophysiological techniques related to sensorimotor function and ideally orofacial motor function is a plus. An initial appointment of two years will begin as of January 1, 2005. Applicants should submit a CV and the names and addresses of two or three references to: David J. Ostry, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, QC H3A 1B1 or via email to ostry@motion.psych.mcgill.ca. All qualified candidates are encouraged to apply; however Canadians and Permanent Residents of Canada will be given priority. McGill University is committed to equity in employment.

■ **PSYCHOLOGY — The University of British Columbia.** The Department of Psychology at the University of British Columbia invites applications for up to six positions — four at the Assistant Professor level and two at the Instructor I level. All six positions are tenure-track, and all are expected to start 1 July 2005. In the case of the four Assistant Professors, we are seeking individuals with strong research records and a commitment to quality teaching at both the undergraduate and graduate level. Applicants whose work bridges to other areas of interest within the department (e.g., cognitive development or child-clinical psychology), would be of additional interest. Although these four positions are budgeted at the Assistant Professor level, there is a possibility of appointments at a higher rank for applicants with exceptional qualifications. There is also the possibility for one or more of these positions to be designated as Canada Research Chairs, either at the Full Professor level (Tier 1) or at the Assistant/Associate Professor level (Tier 2). These prestigious positions will be funded through the Federal Government program, with research support appropriate to the program and its goals. See www.chairs.gc.ca. Candidates are invited to apply in the following areas: (a) Behavioural Neuroscience: We are seeking a faculty member who can add to the departmental strength in animal-based investigations in neurobiology of learning, motivation, and cognition. (This position is expected to start 1 January 2006, or earlier depending on funding.) (b) Social/Personality Psychology: We are seeking a faculty member for our social/personality program, and research excellence is more important than particular area. (c) Evolutionary Psychology: We are seeking a faculty member who has an evolutionary research focus and whose work will be widely relevant to different areas of psychology, including behavioural neuroscience, social, developmental, and cognitive. (d) Social Neuroscience: We are seeking a faculty member whose research reflects a neuroscientific approach to affect, cognition, and social behavior. For positions (b), (c), and (d), applicants will also be considered for Canada Research Chair positions. We are seeking either Tier 1 (Senior) or Tier 2 (Junior) researchers whose work will add to departmental strengths. In the case of the two Instructor I positions, we are seeking individuals with proven records of outstanding and innovative undergraduate teaching. Candidates for these positions should submit detailed teaching dossiers in support of their applications. (e) Instructor I Positions: We are seeking to fill two Instructor I positions. Preference will be given to those with expertise in teaching introductory, developmental, social, research methods and statistics, and/or other undergraduate psychology courses. The minimum salary is CA$65,000 for an Assistant Professor and CA$50,000 for an Instructor I (to be negotiated depending on qualifications and experience). The University of British Columbia relies on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applicants should send a curriculum vitae, samples of their scholarly work (and teaching dossiers in the case of applicants for the Senior Instructorships), and three letters of recommendation, prior to 15 October 2004, to: Chair, Faculty Search Committee, Department of Psychology, University of British Columbia, 2136 West Mall, Vancouver, BC Canada V6T 1Z4

■ **PSYCHOLOGY — McGill University.** The Departments of Educational Counselling and Psychology and Integrated Studies in Education invite applications for a joint-appointment tenure-track position in Educational Measurement and Assessment at the Assistant Professor rank, effective August 1, 2005. The successful candidate should have an active program of education-related research in one or more of the following areas: classroom-based methods of assessment, cognition and instruction related to individual development; education and psychological measurement models; applications of technology to assessment of students' learning. The successful candidate will be expected to teach at the undergraduate and graduate levels and to supervise undergraduates during student teaching and graduates at the Master's and PhD levels. Knowledge of French would be considered an asset. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. McGill University is committed to equity in employment, and encourages applications from women and men, persons with disabilities, members of visible minorities, and aboriginal persons. Please send a cover letter, curriculum vitae, and sample publications (if applicable) and have at least three signed letters of reference sent directly to: Dr. Susanne Lajoie, Chair, Department of Educational and Counselling Psychology, McGill University, 3700 McTavish Street, Montreal, QC, H3A 1Y2 (email: susanne.lajoie@mcgill.ca; phone: 514-398-4260; fax: 514-398-6968). Review of applications will commence October 1, 2004 and will continue until filled.

■ **PSYCHOLOGY — McGill University, School/Applied Child Psychology, Department of Educational and Counselling Psychology (http://www.mcgill.ca/edu-ecp/):** Tenure-track position in our school/applied child psychology program, starting August 2005 at the assistant or associate professor level. Graduation from an APA-accredited program in School Psychology would be an asset, however, applicants from Child Clinical or Clinical Psychology, or other related programs are also welcome. McGill School/Applied Child Psychology program is an APA-accredited, scientist-practitioner combined MA and PhD. It has a theoretical base in applied developmental psychology, and core faculty are drawn from this and other related areas. Evaluation of dossiers will begin on October 1st, 2004 and continue until the position is filled. Applicants are asked to describe their active research program and their experience in teaching and professional supervision. Please send a cover letter, curriculum vitae, and sample publications, and have at least three signed letters of reference sent directly to the School/Applied Child Psychology Search, c/o Professor Susanne R. Lajoie, Chair, Department of Educational and Counselling Psychology, McGill University, 3700 McTavish, Montreal, Quebec, Canada H3A 1Y2, (514) 398-4260 or susanne.lajoie@mcgill.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

■ **PSYCHOLOGY — McGill University.** The Department of Psychology of McGill University seeks applicants for a tenure-track position at the Assistant Professor level in Behavioral Neuroscience. Our current strengths within this broad domain are in the areas of vision, learning and memory, the psychopharmacology of reward and reinforcement, and the biological basis of pain. Applications in any area of Behavioral Neuroscience are welcome, but candidates with an interest in electrophysiological approaches are particularly encouraged to apply. The Department has excellent facilities for interdisciplinary research through its links with related academic departments and research units in the McGill University Health Centre including the Montreal Neurological Institute. Consideration of applications will begin October 15, 2004 and continue till an appointment is made. Applicants should present evidence of the ability to establish a record of significant, externally funded research productivity. All applicants are expected to have an aptitude for undergraduate and graduate teaching. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. A curriculum vitae, description of current and proposed areas of research, selected reprints of published or in press research articles, a description of areas of teaching competency, interest, and approaches, and other relevant material, should also be sent to: Chair, Behavioral Neuroscience Search Committee, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, Canada H3A 1B1. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. McGill University is committed to equity in employment.

■ **PSYCHOLOGY — Saint Mary's University.** Applications are invited for two tenure-track appointments in a growing Department. The positions are at the Assistant Professor level, starting July 1, 2005. Candidates should have a PhD in psychology or to be near completion of the degree. Position #1. Applied experimental or applied cognitive psychology. We are particularly interested in candidates with active teaching and research interests related to environmental psychology, human factors, occupational health and safety, human performance (including sport psychology), and other applications of learning and memory. Position #2. Applied Social/Personality with teaching and research interests in Psychology of Law or Forensic Psychology. The successful applicants may also be called upon to teach in the areas of introductory psychology, drugs and behaviour, learning and memory, history of psychology, statistics, research methods, and psychometrics; experience in any of these areas is an asset. The successful applicants will be expected to conduct and supervise research and to contribute to the Department's graduate program in applied psychology. The Department has a major and honours curriculum and offers an M. Sc. degree in industrial and organizational psychology and a certificate program in Human Resource Management. The successful applicant will also have the opportunity to participate in the newly established CN Centre for Occupational Health and Safety and the Centre for Leadership Excellence and the University's Criminology and Forensic Diploma programs. Candidates should present evidence, commensurate with experience, of research excellence, scholarly productivity, and preparation for teaching and research supervision at both the graduate and undergraduate levels. This is an international search and candidates of all nationalities are encouraged to apply. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Saint Mary's University is located in the historic port city of Halifax, Nova Scotia, a vibrant, urban community of over 300,000 people. Halifax is a major educational centre for Atlantic Canada and is home to five universities. It is conveniently located to recreational areas and to other major urban centres in Canada and the northeastern United States. For additional information about the University and the Department please see our website at http://www.stmarys.ca. Applicants should furnish curriculum vitae, copies of reprints, a letter describing teaching and research interests, and three letters of reference (sent directly by referees) to Dr. Vic Catano, Department of Psychology, Saint Mary's University, Halifax, NS B3H 3C3. Telephone: (902) 420-5845. Fax: (902) 496-8287. Email: vic.catano@smu.ca. Review of applications begins immediately and will continue until the positions are filled. The positions are available for a July 1, 2005 start date.

■ **PSYCHOLOGY — University of Waterloo.** Applications are invited for a tenure-track faculty position at the Assistant to Associate Professor level in Social Psychology. All areas of social psychology will be considered. The successful candidate will have a PhD in Psychology (or a related discipline). We are seeking an individual with demonstrated potential for a strong independent research career supported by external grant funding, and a strong commitment to teaching and supervision of graduate and undergraduate students. Information regarding the department and the program in Social Psychology can be found at: www.psychology.uwaterloo.ca. Information regarding the Waterloo area can be found at: www.region.waterloo.on.ca. The anticipated start date for the position is July 1, 2005. We will begin reviewing applications on November 1, 2004 and continue until the position is filled. Applicants should submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Social Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY — University of Waterloo.** Applications are invited for two positions at the Assistant to Associate Professor level in Developmental Psychology. Successful candidates will have a PhD in developmental psychology or related area. We are interested in applicants from all areas of developmental psychology, especially if their research would contribute to our focus on social and cognitive influences on language and communicative development. We are seeking individuals who have strong research records, commitments to teaching, research, and undergraduate and graduate supervision. Information regarding the department can be found at: www.psychology.uwaterloo.ca. Information regarding the Waterloo area can be found at: www.region.waterloo.on.ca. The anticipated start date for the positions is July 1, 2005. Review of applications will begin on November 1, 2004 and will continue until the positions are filled. Applicants should submit a curriculum vitae, statements of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Developmental Search Committee, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY — University of Waterloo.** Applications are invited for a tenure-track faculty position at the Assistant to Full Professor level in Cognitive Psychology. All areas of cognitive psychology will be considered. We are particularly interested in hiring at the assistant professor level, but will consider applications at the associate or full professor level. The successful candidate will have a PhD in Psychology (or a related discipline). We are seeking an individual with demonstrated potential for a strong independent research career supported by external grant funding, and a strong commitment to teaching and supervision of graduate and undergraduate students. Information regarding the department and the program in Cognitive Psychology can be found at: www.psychology.uwaterloo.ca. Information regarding the Waterloo area can be found at: www.region.waterloo.on.ca. The anticipated start date for the position is July 1, 2005. We will begin reviewing applications on November 1, 2004 and continue until the position is filled. Applicants should submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Cognitive Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY — University of Waterloo.** Applications are invited for a tenure-track position at the Assistant to Full Professor level in our CPA and APA accredited Clinical Psychology Training Program. Candidates should have a PhD from an accredited clinical


**Academic Positions**

UNIVERSITY OF CALGARY

*Creating the future of health.*

The **Departments of Paediatrics and Community Health Sciences**, the **Institute of Maternal and Child Health** and the **Calgary Health Region** invite applications for full-time academic positions in biostatistics, epidemiology, health economics and professional education.

We are creating a research unit with funding for an academic/administrative leader and at least three other PhD-level academic faculty representing the above disciplines. Faculty members will have 50% of their time protected for independent research, with the other 50% of their time committed to providing research support to Child Health Research Centre (CHRC) investigators. Faculty members will be appointed to the Department of Community Health Sciences and/or the Department of Paediatrics.

The CHRC is an umbrella organization linking a dynamic and diverse set of research groups and administrative organizations including the Institute of Maternal and Child Health, the Departments of Paediatrics and Community Health Sciences, the Calgary Health Region and the Southern Alberta Child & Youth Health Network.

The Institute of Maternal and Child Health (www.imch.ucalgary.ca), and the Departments of Paediatrics and Community Health Sciences are part of the rapidly growing Faculty of Medicine, which is in the process of building a major new research facility. The Calgary Health Region comprises four teaching hospitals situated in the city of Calgary and serves residents of Southern Alberta, British Columbia, and Saskatchewan, and is currently building a new Children's Hospital in close proximity to the Faculty of Medicine. Calgary is a vibrant city (population 1,000,000) situated near the Rocky Mountains, Banff National Park and Lake Louise.

Qualifications include a PhD or the equivalent in Biostatistics, Epidemiology, Health Economics, Education, or a closely related discipline, and a strong record of professional achievement, including peer-reviewed publications and presentations. The academic/administrative leader of the unit must have sufficient administrative and managerial experience to demonstrate she/he can successfully build and administer a successful academic research unit.

Please submit a curriculum vitae, a statement of research interests, and the names of three referees by **September 30, 2004**, to: **Dr. Brent Scott**, Professor and Head, Department of Paediatrics, University of Calgary, 1820 Richmond Road SW, Calgary, AB T2T 5C7 Canada.

*In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.*

*The University of Calgary respects, appreciates and encourages diversity.*

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## Faculty Position in Biostatistics

The Department of Clinical Epidemiology and Biostatistics (CE&B) in the Faculty of Health Sciences, McMaster University, is seeking outstanding applicants for a three-year renewable faculty position in biostatistics. Qualifications include an appropriate degree in biostatistics and experience in the design, execution, statistical analysis, presentation and reporting of large, multi-centred clinical trials. Experience in the areas of cardiovascular disease, hemostasis, thrombosis, and oncology is preferred. Some experience working with industry, including current familiarity with regulatory and funding agency procedures and requirements, is considered an asset. A strong track record of collegiality and collaboration are prerequisites for this position.

The successful applicant will be based at the Clinical Trials Methodology Group (CTMG), directed by Dr. Mark Levine, at the Henderson Research Centre. The CTMG — consisting of methodologists, statisticians, clinical researchers and research staff — carries out trials with patients with cardiovascular disease, venous thromboembolic disease, cancer, and other health problems. It collaborates with other McMaster Faculty of Health Sciences colleagues, industry, other institutions, and government. CTMG researchers conceive, design, organize, manage, analyze, and publish clinical trials. They conduct phase 2 and phase 3 trials ranging in size from 50–15,000 patients through clinical centres world-wide. See www.hendersonresearchcentre.com/henderson/main.asp and click on Research. The successful applicant will be expected to contribute to the highly respected and growing CTMG research program by providing scientific leadership in the design, execution and analysis of current and future studies as a member of a collaborative team. He/she will also provide general consultative support to other health researchers in the McMaster system, particularly those located at the Juravinski Cancer Centre and the Hamilton Health Sciences — Henderson Hospital

The successful applicant will be a regular contributor to teaching and supervision in the MSc/PhD Health Research Methodology Program, the Bachelor of Health Sciences Program or in other educational programs at McMaster.

McMaster University is "research intensive" and perennially rated as the most innovative university in Canada. The successful applicant will join over 40 full-time faculty and 150 research/administrative staff in the Department of Clinical Epidemiology and Biostatistics (CE&B). The Department enjoys an international reputation in the areas of clinical effectiveness research, evidence-based medicine, biostatistics, population health (community, occupational, environmental), health economics, health services research, health policy analysis, and health informatics. For more information about CE&B and the Faculty of Health Sciences, visit www.fhs.mcmaster.ca/ceb and www.fhs.mcmaster.ca

Applications will be accepted until a suitable candidate is appointed.

Applicants are invited to send curriculum vitae, an outline of their research interests and academic goals, and the names of three referees to:

**R. Brian Haynes, M.D., Ph.D., Chair**
**Department of Clinical Epidemiology and Biostatistics**
**Room 2C10B, Faculty of Health Sciences**
**McMaster University**
**1200 Main Street West**
**Hamilton, Ontario Canada L8N 3Z5**

Tel. 905-525-9140 ext 24931
E-mail: bhaynes@mcmaster.ca

McMaster University

*All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities.*

# CAREERS CARRIÈRES

psychology program, an approved internship, and should be registered or eligible for registration with the Ontario College of Psychologists. Responsibilities will include undergraduate and graduate teaching, clinical and research supervision of graduate students, and commitment to an ongoing research program. We welcome applicants who have a strong, theory-driven, research investment that will be attractive to graduate students. We have a strong preference for someone with child clinical interests, although applicants with adult clinical expertise will also be considered. Information about the department can be found at: http://www.psychology.uwaterloo.ca. Information regarding the Waterloo area may be found at: www.region.waterloo.on.ca. The anticipated start date for the position is July 1, 2005. Review of applications will begin in September and continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints of three pieces of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

## R

■ **RECREATION, SPORT & TOURISM — University of Alberta.** The Faculty of Physical Education and Recreation at the University of Alberta, Edmonton, Alberta, invites applications for two tenure-track positions in the area of Recreation, Sport, and Tourism at the ranks of Assistant and Associate Professor. The suggested start date is July 1, 2005. The successful candidates will possess a completed doctorate, have strong evidence of effective teaching, and a proven track record of scholarly research and publication. The Faculty is interested in attracting individuals who have teaching and research interests in the broad areas of Recreation, Sport, and Tourism, specifically, related to leisure studies, managerial studies, socio-cultural studies, and/or psychology. An ability to contribute to the core of all degree programs in the Faculty, in particular, the newly approved Bachelor of Arts in Recreation, Sport, and Tourism, would be considered an asset. The Faculty of Physical Education and Recreation serves approximately 950 undergraduate and graduate students. It offers several degree programs, BA, BPE, BSc (Kinesiology), MSc, MA and PhD as well as a combined BPE/BED that is offered jointly with the Faculty of Education. In conjunction with the School of Business, it offers an MBA in Sport & Leisure Management. In addition to its academic programs, the Faculty has a full intercollegiate program of 12 sports and an extremely large and active Campus Recreation Program. The Faculty has full operational responsibilities for University sport and recreation facilities. Further information about the U of A and the Faculty may be obtained from http://www.ualberta.ca and http://www.ucalweb.ualberta.ca/per/. This search has been extended to allow international applications. Applicants should submit a curriculum vitae, brief descriptions of research and teaching interests and the names of three references (including addresses, phone/fax and e-mail addresses). Review of applications will commence November 1, 2004, and will continue until the positions are filled. Please direct correspondence to: Dr. Michael J. Mahon, Dean, Faculty of Physical Education and Recreation, Room W1-34, Van Vliet Centre, University of Alberta, Edmonton, Alberta T6G 2H9 Canada. E-mail: mike.mahon@ualberta.ca. Telephone: (780) 492-3364. Fax: (780) 492 1008. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **RELIGIOUS STUDIES — The University of British Columbia.** The Department of Classical, Near Eastern, and Religious Studies at the University of British Columbia invites applications for a tenure-track position in Christian Thought and Institutions (with a specialization in Greek and/or Latin Patristics) at the level of Assistant Professor beginning July 1, 2005, subject to budgetary approval. Applicants should have completed or nearly completed the PhD and demonstrated their commitment to scholarship through publication. Teaching experience at the post secondary level is expected. The successful candidate will be expected to demonstrate excellence in teaching and research. The minimum salary for an Assistant Professor is $65,000 (to be negotiated depending on qualifications and experience). With their letter of application applicants should send a current c.v. and arrange for three letters of reference, and teaching evaluations if available, to be forwarded to Professor Shirley Sullivan, Chair of the Search Committee, Dept. of Classical, near Eastern and Religious Studies, University of British Columbia, BUCH C260-1866 Main Mall, Vancouver, B.C., V6T 1Z1, Canada, no later than November 1, 2004. Interested applicants may also visit our Website at http://www.cnrs.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applicants may elect to identify their citizenship and immigration status.

■ **RELIGIOUS STUDIES — McMaster University.** The Department of Religious Studies invites applications for two full-time tenure-track positions in Asian religions, starting July 1, 2005. One position is at the assistant level, the other at the associate level. The Department offers a range of undergraduate courses, and graduate work (MA and PhD) in three fields: Asian, Biblical and West. Given the recent retirement of our senior scholars in the Asian field, we are seeking candidates who will welcome the challenge of developing and shaping our Asian field in the coming years, together with a current faculty member in Tibetan Buddhism. We invite applications from scholars in all areas of Buddhist Studies as well as those whose specialty is in other religions of South and Southeast Asia (Hinduism, Jainism). Candidates may work in the ancient, medieval or modern period. Knowledge of the classical texts and willingness to teach the relevant languages (Sanskrit, Pali, Chinese, Japanese) is essential. Candidates may combine knowledge of classical texts and classical languages with ethnographic fieldwork and modern languages. The successful candidates must have completed the PhD. They will be expected to carry out an independent program of scholarly research yielding significant peer-reviewed publications. Responsibilities include effective undergraduate and graduate teaching and supervision of MA and PhD students. Applications, including a curriculum vitae, a statement of research and teaching interests, a sample of scholarly writing, and three confidential letters of recommendation should be sent to Dr. Eileen Schuller, Chair, Department of Religious Studies, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4K1. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, aboriginal persons, members of sexual minorities, and persons with disabilities. The deadline for applications is December 6, 2004. Candidates whose application is received by November 12 will be considered for pre-interviews at AAR/SBL in San Antonio, Texas (Nov. 19 - 23); interviews on campus will be held early in 2005.

■ **RELIGIOUS STUDIES — University of Victoria.** The Faculty of Humanities at the University of Victoria invites applications for an entry level tenure-track Assistant Professor appointment in Religious Studies, beginning July 1, 2005. Teaching duties will include the four core courses in the Religious Studies minor program: Introduction to Judaism, Christianity and Islam; Introduction to Hinduism, Buddhism, Sikhism and the Chinese Religions; Contemporary Religious Issues; and Ways of Understanding Religion. A fifth course in the candidate's area of specialization will also be taught. The field of research within Religious Studies is open but it must fit within one of the departmental homes of the Faculty of Humanities (for example History, Pacific and Asian Studies, Philosophy, or Women's Studies). Candidates should hold or be close to completing a PhD in Religious Studies and have an active scholarly profile. A letter of application, curriculum vitae, copies of teaching evaluations, writing samples, and the names and email addresses of at least three referees should be sent by November 1, 2004 to: Dr. Andrew Riggin, Dean, Faculty of Humanities, University of Victoria, P.O. Box 3045 STN CSC, Victoria, B.C. V8W 3P4; email: ariggin@uvic.ca; web: humanities.uvic.ca/rels.htm. The salary (Yoc) of an Assistant Professor at the University of Victoria is $52,000 per annum. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.

■ **RESOURCE & ENVIRONMENTAL ECONOMICS — University of Alberta.** The Department of Rural Economy, Faculty of Agriculture, Forestry and Home Economics, invites applications from outstanding individuals for one full-time, tenure track position at the Assistant Professor level. As a result of our current directions in undergraduate and graduate programs, and to build on areas of research strength, we are interested in high quality candidates in the area of natural resource and environmental economics focusing on agriculture, forestry and/or water. The successful candidate will be required to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a viable, externally-funded research program, and assist in the administrative duties of the department and faculty. Salary and rank will be commensurate with qualifications and experience. Candidates must hold a PhD in Economics, Agricultural Resource Economics or related field or expect to receive one before December 31, 2004. Research and/or industry experience beyond a doctoral degree is desirable. The University of Alberta is one of Canada's largest and most-respected research universities. The University has a population of almost 34,000 students, and granted 6,800 degrees in 2002. It is located in Edmonton, the provincial capital of Alberta. With a metropolitan area population of approximately one million people, Edmonton is home to several major arts and music festivals each year, and boasts the largest system of urban parkland in North America. For more information on the University of Alberta and Edmonton, please visit http://www.ualberta.ca and http://www.infoedmonton.com. The Department of Rural Economy offers bachelors, masters, and doctoral degrees. Its focus areas of study include agribusiness management, agricultural economics, environmental and resource economics, and rural sociology. Its fifteen full-time academic staff members have been recognized for their teaching and research excellence. Scholars interested in learning more about the Department of Rural Economy and the research programs of the staff are invited to view our Home Page (http://www.re.ualberta.ca) or contact: Dr. Ellen Goddard (ellen.goddard@ualberta.ca), Department of Rural Economy, 515 General Services Building, University of Alberta, Edmonton, Alberta T6G 2H1 Canada. Phone: (780) 492 4596 Fax (780) 492 0268. Interested candidates should send a curriculum vitae, names of three references, a statement of current and future research interests and three papers most relevant to research interests to: Chair, Department of Rural Economy at the above address. Applications will be accepted until 31 October 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

## S

■ **SECOND LANGUAGE TEACHING — University of Ottawa.** The Second Language Institute (SLI) coordinates numerous activities relating to language teaching and language testing at the University of Ottawa. The successful candidate, an expert in the field of language teaching, research and testing, will have the mandate to lead the SLI in establishing its role as an innovator in language industries in Canada. S/he holds a specialized Doctorate in Measurement and Evaluation or Second Language Teaching and ideally, a Master in Business Administration or equivalent experience. The candidate also possesses an excellent knowledge of French and English. In addition to a university teaching and administration background and a strong research and publication record, the candidate possesses entrepreneurial qualities. In addition to teaching, the candidate will be responsible for the coordination of the Language Testing Section (i.e., administration and supervision of testing operations). The candidate will ensure the promotion of an entrepreneurial spirit at the SLI and the Faculty of Arts, seeking research partnerships for projects at the SLI in the field of language sciences and will work on the elaboration of training programs, entrepreneurial projects and multidisciplinary research projects involving specialists from other departments and faculties. This is a tenure-track position which holds the rank of Associate or Full Professor. The start date for this position is July 1, 2005. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Equity is a University policy. The University strongly encourages applications from men. Please forward a cover letter, curriculum vitae, a list of recent publications as well as three letters of reference to the address below before November 1, 2004: Dr. M.-C. Tréville, Chair, Second Language Institute, University of Ottawa, 600 King Edward Ave., Ottawa ON, K1N 6N5. Tel: 613-562-5359. Fax: 613-562-5126. email: treville@uottawa.ca.

■ **SOCIAL JUSTICE — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the area of Social Justice at the rank of Assistant Professor commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Head, Department of Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4. Tel: 519 253.3000, Ext. 2190; Fax: 519.971.3621, Email: lynnep@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

■ **SOCIAL WORK — University of Windsor.** The University of Windsor invites applications for two tenure-track positions in the School of Social Work commencing July 1, 2005. For detailed position descriptions visit our website at: www.uwindsor.ca/faculty positions. Contact: Dr. Brent Angell, Director, School of Social Work, University of Windsor, Windsor, ON, N9B 3P4, Tel:519.253.3000, Ext. 3067; Fax: 519.973.7036; Email: angell@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

■ **SOCIAL WORK — Memorial University of Newfoundland.** Applications are invited for two tenure-track positions which, depending on qualifications, will be at the assistant, associate or full professor rank. The preferred candidate will have a degree in social work and a PhD in social work or a related discipline. Candidates nearing completion of doctoral studies will be considered. Assets for the position include: a record of prominent scholarship; a clearly articulated program of research; teaching experience in a variety of courses, including research, in undergraduate and graduate programs; ability to contribute to the PhD program; and ability to work collaboratively with a wide range of community and academic professionals. Persons in all social work subs/antive areas are encouraged to apply. The School is particularly interested in candidates whose interests include community capacity building, rural and northern practice, Aboriginal peoples, gerontology, and direct practice with children, youth and families. The School is committed to social justice and prepares graduates for ethical, competent, innovative and effective practice with all groups in society. The undergraduate curriculum is distinguished by its emphasis on advanced generalist practice in urban, rural and remote communities; a part-time and full time MSW emphasizes direct practice; and, an innovative PhD program prepares graduates for leadership in social work education, research and practice. In all its programs, including distance delivery, the School encourages a stimulating and challenging learning environment which advances social work education, research, scholarship, community service, and professional practice. The BSW and MSW programs are accredited by the Canadian Association of Schools of Social Work. The School's mission, distinctive features, and leadership capacity promotes a diverse faculty complement. Further information about the School is available on our web site: www.mun.ca/socwrk/. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 17,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. Applications will be reviewed beginning September 15, 2004 and will be considered until both positions are filled. Applications including a covering letter, current curriculum vitae and the names and addresses of three referees should be submitted to: Dr. Shelly Birnie-Lefcovitch, Director, School of Social Work, Memorial University of Newfoundland, St. John's, NL A1C 5S7. Tel: 709-737-8044, Fax: 709-737-3503.

■ **SOCIOLOGY — Simon Fraser University.** The Department of Sociology and Anthropology invites applications for a tenure track position in Sociology, Rank Open, commencing September 1, 2005. The Department seeks a specialist in the sociology of health, with expertise in one or more of the following: health policy; the political economy of health; health inequality; population

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WILFRID LAURIER UNIVERSITY

## Tenure-Track Positions in Psychology

The Psychology Department invites applications for six tenure-track appointments in psychology at the Assistant Professor level beginning July 1, 2005, subject to budgetary approval.

**Abnormal/Clinical:** Expertise in any area is welcome. The successful applicant will have the opportunity to supervise students in any of the three graduate areas of the department (Brain and Cognition, Community, Social and Developmental), depending on interests and expertise.

**Behavioral Neuroscience:** Expertise in any area is welcome, but those with interests in genetics or molecular research are especially invited to apply. The successful applicant will have the opportunity to supervise students in the MSc and PhD programs in the Brain and Cognition area of the department.

**Cognitive Neuroscience:** Expertise in any area is welcome. The successful applicant will have the opportunity to supervise students in the MSc and PhD programs in the Brain and Cognition area of the department.

**Community:** Expertise in any area is welcome. The successful applicant will have the opportunity to supervise students in the MA and PhD programs in the Community area of the department.

**Developmental:** Expertise in any area is welcome. The successful applicant will have the opportunity to supervise students in the MA and PhD programs in the Social and Developmental Psychology area.

All hiring decisions will be made on the basis of research excellence, teaching ability, leadership abilities, and fit with departmental needs. Applicants should have a PhD, evidence of commitment to and superior ability in teaching, and an active program of research with strong potential for external funding.

Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement regarding teaching experience and interests, and arrange to have at least three letters of reference sent to: **Dr. Michael Pratt, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5** (email: mpratt@wlu.ca). Applications will be accepted until **November 1, 2004**, or thereafter until the position is filled. Applicants can learn more about the Department and current faculty interests at www.wlu.ca/~wwwpsych/.

In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be given first consideration. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities and aboriginal people.

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*UCC in Kamloops is becoming BC's newest university. As a primarily undergraduate, comprehensive, teaching-focused institution, it will be the most flexible and innovative university in Canada today. The campus is located in south central BC, just three and one-half hours by freeway from Vancouver. UCC features outstanding student and community facilities on a spectacular university-style campus, overlooking this dynamic and growing city of 80,000 residents. Almost 8,500 students now attend UCC to study in one of our 10 university degree programs or 50 different diploma and certificate programs, many of them unique in the province.*

UCC invites applications for the following position:

### FACULTY MEMBER BACHELOR OF TOURISM MANAGEMENT

**Full-Time, Continuing**

The full-time faculty member will instruct a variety of tourism and business-related courses in the following curriculum areas: Tourism Marketing, Entrepreneurship in Tourism and Tourist/Consumer Behaviour.

Competition #04-061A

For further information about this position, please visit our website at:

http://www.cariboo.bc.ca/hr/job.htm

*We wish to thank all applicants; however, only those under consideration will be contacted.*

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DALHOUSIE UNIVERSITY

## Assistant Professor in Metallurgical Engineering

The Department of Mining & Metallurgical Engineering of Dalhousie University, Faculty of Engineering invites applications for a probationary tenure-track position at the Assistant Professor level in the Metallurgical Engineering Program commencing April 01, 2005.

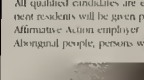
The successful candidate must have an undergraduate degree in Metallurgical Engineering/Materials Science, an earned doctorate in a related engineering field and be eligible for registration as a Professional Engineer in the Province of Nova Scotia. The successful candidate is expected to teach Physical Metallurgy/Materials courses at the undergraduate and graduate level. He/She must have an outstanding academic record, excellent communication skills, teaching ability and is expected to develop and sustain a vigorous externally funded research program. Collaboration in multidisciplinary research programs is expected. Knowledge of instrumentation related to Electron Microscopy is an asset.

Applications including curriculum vitae and the names, addresses, telephone numbers and email addresses of three referees should be submitted to:

**Dr. Nouhar Yemenidjian, Head**
**Mining & Metallurgical Engineering**
**Dalhousie University, Sexton Campus**
**P. O. Box 1000, Halifax NS**
**Canada B3J 2X4**

Applications should be submitted by **September 30, 2004**. The selection process will commence immediately thereafter.

All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity Affirmative Action employer. The university encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.



DALHOUSIE UNIVERSITY
*Inspiring Minds*

# CAREERS CARRIÈRES

health (the social and cultural determinants of health). Applicants with a strong background in Canadian and international comparative analyses will be given preference. The successful candidate will have a PhD in Sociology, a demonstrated record of excellence in teaching in the sociology of health and core sociological methodology courses (including introductory and quantitative research methods) and a proven track record in research, including obtaining research funding. Applicants should provide a curriculum vitae, a statement of teaching and research interests, current and projected research activities, a sample of current publications and evidence of teaching accomplishment and arrange for three letters of reference to be sent to: Dr. Jane Pulkingham, Chair, Department of Sociology and Anthropology, Simon Fraser University, 8888 University Drive, Burnaby, BC Canada V5A 1S6. The deadline for completed applications is October 30, 2004. Simon Fraser is an equity employer and encourages applications from women, persons with disabilities, visible minorities and First Nations peoples. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This position is subject to final budgetary authorization. Potential applicants are invited to visit our web site: www.sfu.ca/sociology.

■ **SOCIOLOGY — Dalhousie University.** The Department of Sociology and Social Anthropology is looking for either a sociologist or anthropologist, at the rank of Lecturer/Assistant Professor, for a tenure track position with research and teaching expertise in the anthropology or sociology of religion, subject to budgetary approval. Some desirable areas of specialization would include: the global context of religion; religion/nationalism/political action; comparative studies of religion and culture; transformations in religious expressions and commitments; the social intersections of religion; community and identity; the social dynamics of religious change; ethnicity and religion; religion and social movements and religion trans-nationalism and diasporic consciousness. We also invite applicants to consider how their research relates to the Department's areas of special emphasis in: Social Justice and Inequality; Work, Industry and Development and Health and Illness. To be considered, applicants should possess a PhD in Sociology or Anthropology or be near completion. They should have experience in university-level teaching and have an active research agenda. Applicants should send a letter of application, an up-to-date curriculum vitae, evidence of teaching competence, and should arrange to have three letters of recommendation sent to: Dr. Christopher Murphy, Chair, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia B3H 4P9. The deadline for receipt of applications is October 15, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with disability, racially visible persons and women.

■ **SOCIOLOGY — McGill University.** Applications are invited for a tenure-track position, commencing August 2005, in the area of deviance, crime and social control. Appointment is likely to be made at the Assistant Professor level, but we will accept applications at all ranks. Ability to teach advanced qualitative or quantitative methods is expected. Interested persons should write to: Chair, Recruitment Committee, Department of Sociology, McGill University, Room 712 Leacock, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7, enclosing a curriculum vitae and a sample of work. Candidates should ask three referees to send confidential letters on their behalf. Applications should be received by October 15, 2004. McGill University is committed to equity in employment. For more information on the Department, visit our website at: http://www.arts.mcgill.ca/programs/sociology/. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The language of instruction at McGill is English but a working knowledge of French is an asset.

■ **SOCIOLOGY — University of Toronto at Scarborough.** The University of Toronto at Scarborough, Department of Social Sciences, invites applications for a tenure-stream position in Sociology at the rank of Assistant Professor commencing 1 July 2005. The successful candidate will specialize in one of the following areas:1) Sociology of culture (including mass media and globalization), 2) Social Inequality (including deviance and criminal justice, class, race and gender.) Candidates must have a PhD by the time of appointment and an excellent record of research and teaching. The appointment is at the University of Toronto at Scarborough, which is a research-intensive institution having an interdisciplinary commitment, a multicultural student body, and a modern and spacious campus. The University of Toronto offers the opportunity to conduct research, teach and live in one of the most diverse cities in the world. The University also offers opportunities to work in a range of collaborative programs and centres of research, including the Munk Centre for International Studies and many others. Successful candidates will be members of the Graduate Department of Sociology, University of Toronto and will be expected to teach in the graduate program on the downtown campus as well as in the undergraduate program at Scarborough. Additional information on the division can be obtained through the World Wide Web at: http://www.utsc.utoronto.ca/%7Esocsci/programs/soc.html and http://www.utoronto.ca/sociology. The University of Toronto is fully committed to academic excellence and welcomes applications from all qualified individuals. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The Search Committee will begin reviewing applications on October 15th 2004. Candidates should send a letter of interest, a Curriculum Vitae, and the names of three references. Please send the above to: Chair, Division of Social Sciences, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON M1C 1A4, FAX: 416-287-7283.

■ **SOCIOLOGY — University of Waterloo.** Applications are being accepted for a tenure-track position at the Assistant Professor level in the area of Health and Behaviour beginning. A completed doctorate, or completion by the starting date, is required along with strong evidence of research and teaching promise and likelihood of success in external grants competitions. Duties include research, teaching at the undergraduate and graduate levels, graduate supervision and service. We are seeking a medical sociologist specializing in the social and cultural determinants of health status and health experience, including cultural, social, psychological and behavioural risk factors related to health and illness, gender and health, health and aging, aboriginal health, rural health, occupational health, the social psychology of health and illness and the assessment of health promotion policies and strategies. The candidate should have demonstrated skills and experience in either qualitative or quantitative research methods, a commitment to interdisciplinary research and the desire to contribute generally to the development of health studies and research at the University of Waterloo. This position is being filled jointly by the faculties of Arts and Applied Health Sciences. Responsibilities will be primarily within the Department of Sociology and include a joint appointment to the Department of Health Studies and Gerontology with duties including teaching and supervision in connection with the university's proposed new Master's in Public Health. Our objective is to recruit a new faculty member who will actively seek external grant support, develop graduate and undergraduate teaching in the areas of the sociology of health and collaborate with other health care specialists in advancing the university's research programs in the health fields. Salary range commensurate with qualifications and experience. Applicants should include a curriculum vitae, a statement of interests, current and projected research activities, a sample of recently published work and evidence of teaching accomplishment, as well as arrange three letters of reference sent directly to: Chair, Recruitment Committee, Department of Sociology, University of Waterloo, Waterloo, Ontario N2L 3G1, Phone: 519-888-4567 ext. 2421, Fax 519-746-7326. Applications will be considered until the position is filled, with an anticipated starting date of January 1, 2005, subject to the availability of the successful candidate. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **SOCIOLOGY — University of Victoria.** The Department of Sociology invites applications for an eighteen-month limited term position at the rank of Assistant Professor. It will begin January 1, 2005 and extend to June 30, 2006. The salary floor is $52,000 CDN per annum. The successful applicant will be expected to teach at least one section of the Department's Introductory Sociology course and will teach a total of six half courses of the Department's core undergraduate courses including Social Problems, Qualitative Research Methods, and/or Sociological Theory during the 18 month term of the appointment. The ability to teach the Department's Work and Occupations course would be an asset. Preference will be given to candidates with a completed PhD in Sociology, but individuals with ABD status will be considered. Candidates should have an active research program and be able to demonstrate a commitment to excellence in teaching. Applicants should include a covering letter, curriculum vitae, evidence of teaching ability and one article-length sample of research writing. Applicants should also provide the names and addresses (including email) of three referees and should ask these referees to send their letters directly to the Chair no later than the application deadline given below. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, peoples of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Applications should arrive no later than October 1, 2004. Address correspondence to: Chair, Department of Sociology, University of Victoria, P.O. Box 3050, Victoria BC V8W 3P5. The Department's Web address is http://web.uvic.ca/soci.

■ **SOCIOLOGY — Saint Mary's University.** Applications are invited for a tenure-track appointment at the rank of Assistant Professor level commencing July 1, 2005. The Department is seeking a candidate with a strong background in one or more of the following areas: development issues; gender, identity and diaspora; social movements; tourism. We are seeking a candidate with a community-based research background and a geographical focus on Latin America. Candidates should have a PhD or be near completion. The Department offers undergraduate degrees in Sociology and Criminology, a Master's Degree in Criminology, and a Criminology Graduate Diploma. Many of our faculty members are also involved in interdisciplinary undergraduate and graduate programs such as Women's Studies, International Development Studies, and Atlantic Canadian Studies. The successful candidate will be expected to teach core sociology courses, and to contribute to the future development of the program. Saint Mary's University is committed to service in the local, regional, national, and international communities, a commitment which we foster through outreach activities, community-based research programs, and contributions to life-long learning. The Department is particularly interested in candidates who can contribute to the development of new community-based research partnerships and take full advantage of new federal funding programs that support such partnerships. We also seek a candidate who can contribute to the greater internationalization of the Saint Mary's curriculum by engaging global issues and preparing students to live and work in a global environment. Applicants are asked to submit a curriculum vitae, a sample of recent work, a teaching dossier, and the names, addresses, and contact numbers for three referees. Application packages should be sent directly to the Hiring Committee Chairperson, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files are complete. The deadline for completed applications is January 15th, 2005. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles and praxis of employment equity. The Department encourages candidates who will contribute to the diversity of our faculty.

■ **SOCIOLOGY — University of Victoria.** The Department of Sociology invites applications for an entry-level tenure-track position at the rank of Assistant Professor. It will begin July 1, 2005. The salary floor is $52,000 CDN per annum. The department seeks to hire in the area of Health and Social Inequality. The successful candidate will have expertise in the social determinants of health. The ability to conduct teaching and research at the intersection of the areas of Health/Health Policy and Social Inequality is important for this position. The successful candidate should have strong research skills and will be expected to teach at least one of the Department's research methods courses at the graduate or undergraduate level. Candidates should have an active research program and be able to demonstrate a commitment to excellence in teaching. A completed PhD in Sociology or ABD status with a completion date no later than September 1, 2005, is expected. Applicants should include a covering letter, curriculum vitae, evidence of teaching ability and one article-length sample of research writing. Applicants should also provide the names and addresses (including email) of three referees and should ask these referees to send their letters directly to the Chair no later than the application deadline given below. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, peoples of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. The closing date is October 15, 2004 or when the position is filled. Address correspondence to: Chair, Department of Sociology, University of Victoria, P.O. Box 3050, Victoria, B.C. V8W 3P5. The Department's web address is: http://web.uvic.ca/soci.

■ **SOCIOLOGY — University of Windsor.** The University of Windsor invites applications for two tenure-track positions in the areas of Social Justice and Migration, Racialization and Ethnicity at the rank of Assistant Professor commencing July 1, 2005. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Head, Department of Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2190; Fax: 519.971.3621, Email: lynnep@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

CAUT ACPPU

# BULLETIN

## Publisher's Statement
## Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005, tel. 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restreint ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidatures à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th, St. N.W., Washington, DC 20005, tél. (202)737-5900.

## Tarifs de publicité

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| Grandes annonces | 60 $/pouce-col. |
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| Supplément pour quadrichromie | 900 $ |
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| Espace-prime (les grandes annonces) | +25 % |
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## Advertising Rates

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## Ad Deadlines 2004–2005

The *Bulletin* is published 10 times during the academic year, once a month except July and August.

| ISSUE | CLASSIFIED | DISPLAY |
|---|---|---|
| November | October 6/04 | October 13/04 |
| December | November 3/04 | November 10/04 |
| January | December 1/04 | December 8/04 |
| February | January 5/05 | January 12/05 |
| March | February 2/05 | February 9/05 |
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## Dates limites 2004–2005

Le *Bulletin* est publié dix fois pendant l'année universitaire, une fois chaque mois, sauf juillet et août.

| NUMÉRO | PETITES ANNONCES | GRANDES ANNONCES |
|---|---|---|
| Novembre | 6 octobre 2004 | 13 octobre 2004 |
| Décembre | 3 novembre 2004 | 10 novembre 2004 |
| Janvier | 1 décembre 2004 | 8 décembre 2004 |
| Février | 5 janvier 2005 | 12 janvier 2005 |
| Mars | 2 février 2005 | 9 février 2005 |
| Avril | 2 mars 2005 | 9 mars 2005 |
| Mai | 6 avril 2005 | 13 avril 2005 |
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DÉCOUPEZ ET CONSERVEZ

# CAREERS CARRIÈRES

■ **SOCIOLOGY — Memorial University.** Department of Sociology, Memorial University, invites applications for a tenure track position at the Assistant Professor level commencing July 1, 2005. Please see the display ad for the Faculty of Arts, Memorial University, in this edition.

■ **SOCIOLOGY & SOCIAL ANTHROPOLOGY — Dalhousie University.** The Department of Sociology and Social Anthropology, Dalhousie University is seeking a sociologist, at the rank of Lecturer/Assistant Professor, for a tenure track position with research and teaching interests in critical and theoretically informed analysis of the Canadian health care system, subject to budgetary approval. Desirable areas of specialization may include: health policy analysis; neoliberal health care reforms and the welfare state; the health care research establishment; workplace and occupational health; the political economy of health care; and/or health occupations and professions. Given the opportunities and support for health research, the candidate should have strong research interests and experience with various sociological methodologies. It would also be desirable if candidates had an interest in the joint disciplinary nature and work of the Department. Applicants should possess a PhD degree in Sociology or be near completion. They should have experience in university-level teaching and have an active research agenda. Applicants should send a letter of application, an up-to-date curriculum vitae, evidence of teaching competence, and should arrange to have three letters of recommendation sent to: Dr. Christopher Murphy, Chair, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia B3H 4P9. The deadline for receipt of applications is October 15, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with disability, racially visible persons and women.

■ **SPANISH — University of British Columbia.** Applications are invited for an Assistant Professor of Spanish (tenure-track) position to commence July 1, 2005, subject to final budgetary approval. Candidates should have a specialization in Latin American literature. The successful candidate will be required to teach language courses at all levels, as well as courses in all periods of the field of specialization, and should demonstrate intellectual breadth and flexibility as the Department increasingly moves in new cultural directions. We seek outstanding candidates who will complement existing strengths and interests within the Department and in programs such as Comparative Literature, Latin American Studies, European Studies or Gender Studies. A research interest in the colonial period would be an asset. The minimum salary for an Assistant Professor is $65,000 (to be negotiated depending on qualifications and experience). Requirements: PhD in hand, demonstrated record of excellent publications and successful teaching, native or near native fluency in Spanish. Applicants should send a current curriculum vitae and a sample of their publications, and should also arrange for three letters of reference to be sent directly to: Dr. André Lamontagne, Head, Department of French, Hispanic and Italian StudiesThe University of British Columbia, 797-1873 East Mall, Vancouver, B.C., Canada V6T 1Z1. Phone: 604-822-2879 / Fax: 604-822-6675. E-mail: thshead@mail.arts.ubc.ca. Completed applications must be received by November 15, 2004. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority

■ **SPORT MANAGEMENT — University of Windsor.** The University of Windsor invites applications for a tenure-track faculty position in the Faculty of Human Kinetics in the area of sport management/leisure management commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Robert Bouchet, Acting Dean, Faculty of Human Kinetics, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext. 2432, Fax: 519-973-7056, Email: bouche4@uwindsor. ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **STRATEGIC MANAGEMENT & ORGANIZATION — University of Alberta.** The School of Business, invites applications for a full-time tenure-track position in the combined fields of OB-HRM at the associate or full professor level. Candidates should have a demonstrated commitment to excellence and a strong publication record in areas such as high performance work systems, worker disability, stress, and absenteeism. Applicants should already be at the rank of senior associate professor and must have successfully published in respected academic journals, such as Journal of Applied Psychology. Success in obtaining research grants and scholarly activities will also be considered. Applicants should also have a strong aptitude for teaching, including management development, and should have an interest in developing research and educational partnerships with government, labor organizations, and business. A PhD is required. The position is subject to budgetary approval. The Business School is able to offer competitive salaries through market supplements. Appointments are normally effective July 1, 2005 although January 1, 2006 would be considered. Deadline for applications is September 30, 2004. Send resume to: Dr. Yoni Reshef, Chair, Department of Strategic Management and Organization, University of Alberta, Edmonton, Alberta Canada T6G 2R6 or by fax to (780) 492-7971 or by email with an attachment: smorg@ualberta.ca. The University of Alberta hires on the basis of merit. We are committed to the principle of equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered.

## T

■ **THEATRE — Dalhousie University.** The Department of Theatre at Dalhousie University invites applications for a tenure-track appointment in Acting, at the rank of Assistant Professor, commencing July 1, 2005. The responsibilities may include either teaching three full-year classes in Acting and/or Voice and Speech at the first, second, third, and fourth-year levels or teaching two and a half classes in the above as well as coaching or directing Dal Theatre Productions. In addition to this, the successful candidate will be expected to coordinate the Acting Program along with other Acting faculty members. The qualifications required for this position include: 1) MFA or equivalent; 2) a minimum of ten years of active professional experience as an actor and/or acting teacher, and/or director; 3) ability in the following areas: voice, speech and/or dialect work, text interpretation, scene study, audition technique, and neutral and full-face character mask. Applications, which should include a complete curriculum vitae and three confidential letters of reference forwarded by the referees, should be sent to the Chair, Department of Theatre, Dalhousie University, Halifax, Nova Scotia, B3H 3J5, by October 15, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. This position is subject to budgetary approval.

■ **THEORETICAL CHEMISTRY — The University of British Columbia.** The Department of Chemistry of the University of British Columbia is seeking to fill tenure-track opening at the assistant professor level starting 1 July 2005. This appointment is in any area of Theoretical/Computational Chemistry. This position requires a PhD degree, preferably with postdoctoral experience and an established research track record. The successful candidate will be expected to teach chemistry courses at the undergraduate and graduate level and to develop a vigorous and creative research program. The salary will be commensuate with experience. In order to address underrepresentation of members of designated equity groups among senior faculty, we may consider making an appointment at a higher rank for a woman, visible minority, disabled, or aboriginal applicant with exceptional qualifications, subject to the availability of funds. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority. Applications should consist of curriculum vitae, list of publications, summary of research interests, a detailed research proposal and a statement of teaching philosophy. Applicants should also arrange for three letters of recommendation to be sent to: Head, Department of Chemistry, University of British Columbia, 2036 Main Mall, Vancouver, BC, Canada V6T 1Z1 or E-mailed to: head@chem.ubc.ca. Closing date for applications is November 1st, 2004 (quoting search #05TH1101).

## U

■ **URBAN SOCIOLOGY — The University of British Columbia.** The Department of Anthropology and Sociology invites applications for an Assistant Professor of Sociology (tenure track) with special expertise in Urban Sociology, effective July 1, 2005. An interest in facilitating collaborative research projects with organizations in the city would be an asset. The position is subject to final budgetary approval. The minimum salary for an Assistant Professor is $65,000 (to be negotiated commensurate with qualifications and experience). A PhD as well as evidence of a significant research record and of a commitment to excellence in teaching are required. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Inquiries and applications, including three letters of reference (sent under separate cover), curriculum vitae, a sample of written work, and a summary of current and future research and teaching interests, must be received by November 12, 2004 to Dr. David Pokotylo, Head, Department of Anthropology and Sociology, The University of British Columbia, 6303 N.W. Marine Drive, Vancouver, B.C. Canada V6T 1Z1.

## W

■ **WOMEN'S STUDIES — University of Victoria.** The Women's Studies Department of the University of Victoria invites applications for a limited term appointment at the assistant professor level for three years, commencing July 1, 2005. We are particularly interested in individuals who can contribute to furthering an integrative feminist analysis. The successful candidate will have a PhD, a record of feminist scholarship; a demonstrable commitment to teaching in an interdisciplinary, undergraduate Women's Studies program; ability to draw on experential knowledge in research and teaching, and a willingness to help in the development of a M.A. program. Further, as a member of a small department, the candidate will be expected to share in administrative duties both at the departmental and university level. The department is strongly committed to both excellence and equity and to increasing the diversity of approaches and perspectives in teaching and research. Thus, diversity and equity issues will be a factor in the selection process. The department is looking for a scholar with a specialization in feminist political economy/globalization/human rights or some combination thereof as applied to any field of inquiry. We encourage applications from candidates who bring a transnational perspective to their work. Although all area specializations are welcome, in the interest of enhancing the breadth of our course offerings/research focus, preference will be given to area specializations in Latin America, Africa, Mexico, and Eastern Europe. Applications must include: a complete CV; the name and address (including Email, fax, and telephone numbers) of at least three referees whom the department may contact; copies of selected relevant publications, and summaries of teaching evaluations. Please send applications to: Dr. Sikata Banerjee, Chair, Dept. of Women's Studies, University of Victoria, P.O. Box 3045 Stn. CSC, Victoria BC V8W 3P4; E-mail: sikatab@uvic.ca; Web: http://web.uvic.ca/women. Closing date for application is November 15, 2004. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but not eligible for appointment until a Canadian search is completed and no appointment made.

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The CRC program was established by the Canadian Federal Government to foster excellence in Canadian academic research. Information about these chairs is available at http://www.chairs.gc.ca. The Department of Psychology is seeking candidates for a Tier I Chair. Tier I Chairs are awarded to experienced researchers whose peers acknowledge them as world leaders in their field. Decisions will be made on the basis of demonstrated research and teaching excellence, complementarity of research interests with existing strengths, and potential for collegial service.

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In accordance with Queen's guidelines for the assignments of Canada Research Chairs, applications from qualified women are particularly encouraged for these positions. This is an international search, open to candidates of all nationalities. All qualified candidates are invited to apply; however, Canadians and permanent residents will be given priority.

The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at http://www.queensu.ca/qufa.

Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. Please send a letter of application, a curriculum vitae, copies of recent publications, and letters from three referees to Dr. V. L. Quinsey, Head, Department of Psychology, Queen's University, Kingston, Ontario K7L 3N6. Tel (613) 533-2492; fax (613) 533-2499



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Salary and benefits are competitive. This position is subject to budgetary approval. Please e-mail your application letter and curriculum vitae, by September 15, 2004, to: Professor Alan J. Richardson, Accounting Area Co-ordinator, at arichardson@schulich.yorku.ca

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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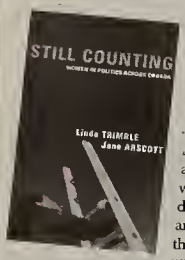
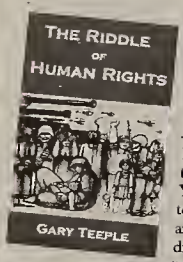



### Still Counting: Women in Politics Across Canada

Linda Trimble & Jane Arscott. Peterborough, Ontario: Broadview Press, 2003; 210 pp; ISBN: 1-55111-374-0; paper $24.95 CA.

*Still Counting* is an account of why scholars and activists continue to count the number of women elected to Canada's legislatures, and demonstrates that, by any measure, women are only halfway to equal. The authors assert that an "electoral glass ceiling" is keeping women at or below the 25 per cent mark, restricting women to less than half of the seats that would be theirs in a democracy committed to balanced, equitable and fair representation. Moreover, little is being done to address this ongoing democratic deficit. Despite drawbacks, such as the "revolving door" for female party leaders and continued sexism in legislatures, the authors also show how women can, and do, make a difference in politics.




### The Riddle of Human Rights

Gary Teeple. Aurora, Ontario: Garamond Press, 2004; 274 pp; ISBN: 1-55193-041-2; hardcover $42.95 CA; ISBN: 1-55193-039-0; paper $26.95 CA

Demands for 'human rights' and resistance to their violation are rarely out of the news. Yet, their definition is far from a settled matter, their legal status is quite varied, their uses and defense widely inconsistent between jurisdictions, and respect for them is blatantly limited. This stimulating and provocative new work makes the case that 'human rights' are peculiar to an historically given mode of production; in other words, they comprise a public declaration of the principles of the prevailing property relations. That they are proclaimed as absolute and universal is no different than similar declarations and beliefs about the nature of principles in other times or in different social formations. Even though the tenets underlying 'human rights' are distinctive to capitalist social formations after World War II, the demand for their fulfilment in the 21st century draws out implicit goals contained within them that are qualitatively different from any relations yet realized in existing social formations.

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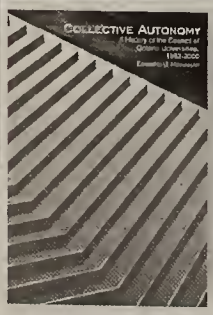


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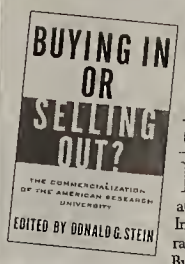
# Making the Most of a Bad Deal




### Buying In or Selling Out? The Commercialization of the American Research University

Donald G. Stein, ed. Piscataway, New Jersey: Rutgers University Press, 2004; 192 pp; ISBN: 0-8135-3374-0; hardcover $25.95 US.

By ROBERT CHERNOMAS

In the decade of the 1960s the world economy grew at the rate of five per cent. In the 1970s the real growth rate dropped to 3.6 per cent. By the 1980s the rate had dropped to 2.8 per cent and continued this decline in the 1990s when it fell to two per cent. In two decades capitalism lost 60 per cent of its macroeconomic momentum. Capitalism stepped out of the "golden age" and into the "great stagnation."

This decline is associated with a fall in the rates of profitability and productivity. The corporate sector responded with demands from labour and the state to improve the conditions necessary to restore profitability and productivity rates. The state responded with neoliberal (compression) changes where the state has selectively withdrawn from activities that interfere with accumulation, neoconservative (maintenance-intervention) where the state's role has been selectively to protect activities that serve accumulation, and with new, more invasive, activities that reshaped institutions in order to meet the demands of restored accumulation.

No institution was left untouched by this process, including post-secondary education. Neoliberal cuts to university funding created fiscal uncertainty forcing universities to redefine their mission. Responding to these realities, Sheldon Krimsky (*Science in the Private Interest*, Rowman & Littlefield, 2003) asks a number of questions that face universities in the United States. How do you stay competitive when federal budgets are not secure? How do you protect yourself from fluctuations in core funding and government-sponsored research? Where does the money come from to pay for state-of-the-art research facilities in frontier areas in science, engineering and medicine? Under these circumstances what can the universities do to prevent faculty from leaving for more lucrative jobs in the private sector?

Critics of the university's attempts to adjust to the new political economy of post-secondary education have characterized the universities as having become commodified, corporatized and commercialized. How do we know if this is true? Among other things, we look for evidence of increases in corporate funding of universities, increased faculty involvement with for-profit intellectual property and consulting, and growth in university-corporate partnerships.

Donald G. Stein's *Buying In Or Selling Out? The Commercialization of the American Research University* is an important contribution to this critical literature. Stein provides us with a different kind of evidence — namely the testimony of those who have done the deed. Roughly half the contributors to this volume are or were senior administrators in American universities. While this book compiles evidence of corporate funding, for-profit faculty involvement and university-corporate partnerships, the book's character is defined by its author's acceptance of the reality that American universities have become commercialized. Some of the authors celebrate the fact, but others believe the job is incomplete, while still others express concern about the fate of the university and the public good as a result of "things having changed so dramatically in the past decade."

Stein identifies that the common theme among participants in this book is that commercialization is the current reality for American universities and "that it has progressed too far for us to return to the good old days." (p. 9) Having sold the shop, most of the authors believe that guidelines governing commercial activity should be established to ensure that core university values are protected.

Stein points out it is no longer uncommon for a researcher at a professional meeting to be vague about his or her research because it is under patent review. (p. 7) The corollary to this is the call to publish or patent. (p. 8)

Sheldon Krimsky, a professor at Tufts University, provides the numbers behind the enticements for the rush to commercialize and a discussion of the Bayh-Dole Act of 1980 which gives American universities the intellectual property rights to federally-funded discoveries. That is a talking point of many of the papers in this volume. (pp. 134–137)

For Mary L. Good, a dean of engineering at the University of Arkansas, the increase in university-industry interactions has greatly benefited the U.S. economy and is a cause for unqualified celebration.

James J. Duderstadt, former president of the University of Michigan, suggests the marriage of industry and university is against nature — a relationship between two organisms with vastly different characteristics and objectives. University values involving, among other things, freedom of inquiry and the open sharing of knowledge are simply not compatible with the corporate preoccupation with return on investment and shareholder value. (p. 72)

Ronald Bohlander, director of the commercial realization office at Georgia Tech, celebrates the fact that, at his institute, faculty members are not tenured and must be committed to the service of their clients, upon whose "soft money" they depend. (p. 78)

Karen A. Holbrook and Eric C. Dahl, respectively the president of Ohio State University and vice-resident at the University of Georgia, accept that tenure remains an essential feature of academic life. That said, they make a plea for the tenure and promotion process to embrace academics' contributions to entrepreneurship and patent development.

Marcia Angel, former editor-in-chief of the New England Journal of Medicine and a lecturer at Harvard University, asserts it is only in the last few years that "to a remarkable extent academic medical centers have become supplicants to drug companies." (p. 128) She informs us the Harvard Clinical Research Institute originally advertized itself on its web site as "being led by people whose experience gives HCRI an intimate understanding of industry's needs, and knowledge of how best to meet them." (p. 130) The sentence was later dropped, but she doesn't suggest a similar fate for those so committed to industry's needs.

Arti K. Rai, professor of law at Duke University, concludes that because of the enticement of commercial gain, "The lesson to be drawn is that universities, and particularly university administrations, cannot necessarily be trusted to take sustained collective action in the public interest." (p. 123)

Former Harvard president Derek Bok warns that commercialization can lead to professors being hired for the wrong reasons and students admitted for the wrong reasons. Pressures to commercialize may mean student educational quality will be sacrificed and the grading process may be tainted. (pp. 36–38) For Bok the profit motive means the goal is to raise prices and lower costs — inimical to the commitment of every educational institution.

He echoes a recurring theme in the volume about the new profit preoccupation of the universities, namely how few of them will actually make substantial profit. (p. 36) He goes on to note that corporate research support means secrecy, which disrupts collegial relations and erodes trust. It also promotes waste, as investigators must duplicate work already done, retarding the course of science, dependent as it is on the ability to build upon the work of other researchers.

See BUYING IN Page A8 ☞